DARTMOUTH

Getting Started with Dartmouth's Retirement Plans

Introduction to the Plans

Dartmouth understands that retirement planning is an ongoing process that evolves with your career and life stages. We want to ensure you are well-informed about the retirement benefits available to you and the resources available to help you. This guide provides several disclosures that are important for you to review carefully.

Each plan's Summary Plan Description (SPD) is available online through the Benefits Department's webpage. These notices are also posted online. If you would like a hard copy of the SPDs or these notices mailed to you, please call the Benefits Office at (603) 646-3588 or email us.

SRA Plan

Supplemental Retirement Accounts for All Employees of Dartmouth College

You are a Dartmouth employee who is a United States (U.S.) payroll-based employee on the regular payroll, unless you are: a student worker earning FICA-exempt income, certain non-resident aliens, and certain post-doctorate research fellows.

Benefits:

Opportunity to save up to the IRS annual limit with pre-tax or Roth after-tax dollars (or a combination of both.)

Vesting:

You are 100% vested in your SRA Plan balance at all times.

401(a) Plan

401(a) Defined Contribution Retirement Plan for Dartmouth College Faculty and Staff

You are eligible for the 401(a) Plan if:

You are faculty member, exempt or non-exempt staff, or eligible through a collective bargaining agreement, age 21 or older, and have an appointment of at least 9 months and are regularly scheduled to work at least half-time.

Benefits:

Dartmouth contributes a percentage of your eligible base salary according to your age:

- 3% if you are age 21 through 29
- 5% if you are age 30 through 34
- 7% if you are age 35 through 39
- 9% if you are age 40 or older

Vesting:

Your account balance will be 100% vested after 3 years of service.

One-time Match of SRA Contributions:

Dartmouth will match 100% of your SRA contributions up to a lifetime maximum of $3,000. This matching contribution is available in the first six years of your employment. Your match will be 100% vested after 3 years of service.

Enrolling in the Plans

As you will read in the disclosures provided in this document, it is important that you customize your retirement accounts with the investment provider of your choice.

If you are a temporary employee, you are only eligible for the SRA. If you would like to save in the SRA, contact the Benefits Office at (603) 646-3588 or through email.

Start your enrollment process using Fidelity's NetBenefits website.

Choose Your Investment Provider for the 401(a) and SRA	
Fidelity, TIAA or both	Select one or more investment providers for each plan

Build Savings Through the SRA	
Choose your payroll deduction: % of pay or $ dollar amount	Save via pre-tax, Roth post-tax, or both

Select Your Investment Funds	
Select funds in each plan at each investment provider	Need help? Schedule a retirement counseling session

Designate Your Beneficiary	
Designate a beneficiary for both your SRA and 401(a) account	You may select a primary and secondary beneficiary

Schedule a Retirement Counseling Session

Retirement counselors are available to help you understand your options in the Plans and offer considerations for your overall retirement strategy.

Use Fidelity's GetGuidance link or call 800-642-7131 to schedule a session with a Fidelity representative.

To schedule a session with a TIAA representative, please use TIAA's ScheduleNow link or call 800-732-8353.

Contact Information

To invest your 401(a) or SRA contributions at TIAA, use Fidelity's NetBenefits system or call them at (800) 343-0860 to select TIAA as the investment provider.

To enroll in the SRA and confirm your investment provider election, use Fidelity's NetBenefits enrollment process or call them at (800) 343-0860. If you would prefer to invest your contributions at TIAA, make sure your investment provider election is made in NetBenefits.

To manage your investment elections or make beneficiary elections, contact the investment provider that holds your account balances.

TIAA 800-842-2252	Fidelity 800-343-0860

For general questions, reach out to Dartmouth's Benefits Office via email, call us at 603-646-3588.

NOTICE OF ELECTRONIC DELIVERY OF PLAN DOCUMENTS

401(a) Defined Contribution Retirement Plan for Dartmouth College Faculty and Staff

Supplemental Retirement Accounts for All Employees of Dartmouth College

We are required by law to inform you of plan documents and disclosures we must provide to you on a regular basis.

Throughout the year, we will contact you via email to provide you with required notices or to inform you that updated documents are available from the Benefits Department's Retirement Plans webpage. The email will be sent to the email address you have provided to us or, if unavailable, to your dartmouth.edu email address. If we are notified that neither of those email addresses are valid, we will mail you a paper copy of the document to the mailing address we have for you on file.

If you have received a document electronically and would like us to send you a paper copy of it, please contact the Benefits team at the address below and we will mail it to your preferred address at no cost to you.

To opt-out of all electronic communications, please inform the Benefits Office through email, calling us at (603) 646-3588 or through postal mail us at Benefits, Human Resources, 7 Lebanon Street, Suite 203, Hanover, NH 03755 and provide your mailing address. If you opt out, all paper copies will be sent, at no cost to you, to the mailing address we have on file.

The documents, notices and disclosures online are not required to be posted for more than one year and, very often, are updated annually.

Universal Availability Notice

Supplemental Retirement Accounts for All Employees of Dartmouth College

Dartmouth College ("Dartmouth") provides you with the opportunity to save for your retirement by sponsoring the Supplemental Retirement Accounts for All Employees of Dartmouth College (the "Plan" or the "SRA"). Please read this notice to learn about the Plan's eligibility and how to enroll.

Eligibility

All employees of Dartmouth College who are United States payroll-based employees on the regular payroll of Dartmouth are eligible to join the SRA, except for the following excluded classes of employees:

- Student workers performing services for Dartmouth whose earnings are FICA-exempt.
- Nonresident aliens who receive no United States earned income from Dartmouth, or those who receive United States earned income from Dartmouth that is exempt from United States income tax under an applicable tax treaty.
- Post-doctorate research fellows who receive no W-2 wages from Dartmouth.

Ways to Save in the SRA

The SRA is designed to help employees build toward future financial security through pre-tax and/or Roth post-tax contributions. You may deduct a flat dollar amount or a percentage of your pay from each paycheck when you enroll in the plan. Payroll deductions do not begin until you enroll in the plan and choose your savings amount.

The IRS limits how much you can contribute to the SRA each year. Refer to the Retirement Plans webpage to learn about the contribution limits for the current calendar year. These maximum contribution limits apply across all 401(k) and 403(b) plans to which you have contributed during this calendar year; if you have contributed elsewhere this year, plan your contributions to the SRA carefully to avoid exceeding this limit.

Enroll in the SRA

Use Fidelity's online NetBenefits enrollment process to:

- Select either Fidelity, TIAA, or both as your investment provider
- Choose a savings rate or savings amount to contribute to the SRA

Once enrolled, sign into your account at your investment provider to select your fund options and designate a beneficiary to your account.

If you are a temporary employee, email the Benefits Department or call us at (603) 646-3588 for help with enrolling.

Important Contact Information

If your account is at Fidelity, visit your account online www.netbenefits.com or call 800-343-0860. If your account is at TIAA, contact www.tiaa.org or call 800-842-2252.

QUALIFIED DEFAULT INVESTMENT ALTERNATIVE (QDIA)

Initial Notice for the
401(a) Defined Contribution Retirement Plan
for Dartmouth College Faculty and Staff

Dartmouth College sponsors the 401(a) Defined Contribution Retirement Plan for Dartmouth College Faculty and Staff (the "Plan"). This QDIA notice is for employees eligible for, or will be eligible for, the 401(a) Plan. If you are eligible, you have the right to select the investment provider of your choice and to direct the investments in your account among a menu of investment options made available under the Plan.

We are required by law to inform you how your Plan account will be automatically invested in the QDIA and how they will continue to be invested if you do not provide investment instructions directing your accounts otherwise. *If you do not make an election to choose an investment provider and/or investment options, undirected accounts will be automatically invested, by default, into the Plan's default investment provider and/or QDIA.*

The Plan's Investment Providers

The Plan offers you the choice of using Fidelity, TIAA, or both, to manage your accounts in the Plan. You will need to select one or both as your investment provider(s) prior to building your portfolio of investment options. If you do not choose an investment provider at the time your first contributions are available to be deposited to your account, the contributions will be directed to an account on your behalf at Fidelity and invested in the Plan's QDIA.

The QDIA: Vanguard Target Retirement Trust Plus Fund

The QDIA for the Plan is the Vanguard Target Retirement Trust Plus Fund closest to the year you will reach age 65 (see table on next page.) If you do not select one or more investment options in the Plan, all contributions will be directed into the QDIA until you elect otherwise. Further information about the funds, including investment objectives, performance, fees, charges, and expenses, or to obtain a prospectus, is available from each investment provider.

Change Your Investment Provider and Investment Options at Any Time

You have the right to change your investment provider and the allocation of your investment options at any time. You may also make changes to your investment selections for future contributions and/or exchange all or a portion of your existing balance into other investment options available under the Plan.

If you are invested in the QDIA with Fidelity as a result of the processes described above and you want to move some or all of your investments to TIAA, call Fidelity 800-343-0860 and request a transfer to TIAA.

To change your investment elections and/or exchange between the investment options in the Plan, contact the investment provider holding your Plan account. You may do so online with Fidelity or speak with a representative at 800-343-0860 and/or online with TIAA or call them at 800-842-2252.

Please be aware that the fund managers of the Plan's investment options reserve the right to impose restrictions and/or fee penalties if multiple transfers occur between one or more funds within a 60- or 90-day period. Review the investment option's fund prospectus, available at each investment provider, when considering your transfers.

Important Information about the Plan's QDIA

Age Vintage	CUSIP	Born between these years		Expense Ratio
Vanguard Target Retirement Trust Plus Fund Income	92202V468	Before 1953		.055%
Vanguard Target Retirement Trust Plus Fund 2020	92202V427	1953	1957	.055%
Vanguard Target Retirement Trust Plus Fund 2025	92202V419	1958	1962	.055%
Vanguard Target Retirement Trust Plus Fund 2030	92202V393	1963	1967	.055%
Vanguard Target Retirement Trust Plus Fund 2035	92202V385	1968	1972	.055%
Vanguard Target Retirement Trust Plus Fund 2040	92202V377	1973	1977	.055%
Vanguard Target Retirement Trust Plus Fund 2045	92202V369	1978	1982	.055%
Vanguard Target Retirement Trust Plus Fund 2050	92202V351	1983	1987	.055%
Vanguard Target Retirement Trust Plus Fund 2055	92202V344	1988	1992	.055%
Vanguard Target Retirement Trust Plus Fund 2060	92202V179	1993	1997	.055%
Vanguard Target Retirement Trust Plus Fund 2065	92202V120	1998	2002	.055%
Vanguard Target Retirement Trust Plus Fund 2070	92202M831	2003	2007	.055%

Investment Objectives

Vanguard Target Retirement Funds are collective investment trusts designed for investors expecting to retire and leave the workforce around the year indicated in each fund's name. The funds automatically reset the asset mix of stocks, bonds, and cash equivalents to gradually become more conservative over time as they approached the target date.

The investment risk of each target date fund changes over time as its asset allocation changes. The returns are not guaranteed but depend on how the market performs. The funds are subject to the volatility of the financial markets, including that of equity and fixed-income investments in the US and abroad, and may be subject to risk associated with investing in high-yield, small-cap, and foreign securities. Principal invested is not guaranteed at any time, including at or after their target dates.

More Information About the Plans

You can find out more about the 401(a) Plan by visiting the Retirement Plans webpage where you will find a copy of the Plan's Summary Plan Description and fee disclosure. The investment providers will be able to provide up-to-date information about the fund options offered in the 401(a) Plan, including investment objectives, fund management, performance, fees, and expenses. Many of the funds offered in the Plan are offered at both Fidelity and TIAA, however, there are differences between the two platforms. To contact Fidelity, go online or call 800-343-0860. To contact TIAA, visit them online or call 800-842-2252.

QUALIFIED DEFAULT INVESTMENT ALTERNATIVE (QDIA)

Initial Notice for the Supplemental Retirement Accounts for All Employees of Dartmouth College

Dartmouth College sponsors the Supplemental Retirement Accounts for All Employees of Dartmouth College, also referred to as the "SRA" or the "Plan." You are receiving this QDIA Notice because you are or will be eligible to participate in the SRA and you have the right to select the investment provider of your choice and to direct the investment of your account among a menu of investment options made available under that Plan.

We are required by law to inform you how your SRA accounts will be automatically invested in the QDIA and how they will continue to be invested if you do not provide investment instructions directing your accounts otherwise. *If you do not make an election to choose an investment provider and/or investment options, undirected accounts will be automatically invested, by default, into the Plan's default investment provider and/or QDIA.*

The Plan's Investment Providers

The Plan offers you the option of using Fidelity Investments, TIAA, or both, to manage your SRA accounts. You will need to select either Fidelity or TIAA (or both) as your investment provider(s) prior to building your portfolio of investment options. If you do not choose an investment provider at the time your first contributions are available to be deposited into your account, the contributions will be directed to an account on your behalf at Fidelity and will be invested in the Plan's QDIA.

The QDIA: Vanguard Target Retirement Fund

The QDIA for the Plan is the Vanguard Target Retirement Fund closest to the year you will reach age 65 (see table on next page). If you fail to select one or more investment options in the Plan, all contributions will be directed into the QDIA until you elect otherwise. Further information about the funds, including investment objectives, performance, fees, charges, and expenses, or to obtain a prospectus, is available from each investment provider.

Change Your Investment Provider and Investment Options at Any Time

You have the right to change your investment provider and the allocation of your investment options at any time. You may also make changes to your investment selections for future contributions and/or exchange all or a portion of your existing balance into other investment options available under the Plan.

If you are invested in the QDIA with Fidelity as a result of the processes described above and you want to move some or all of your investments to TIAA, call Fidelity 800-343-0860 and request a transfer to TIAA.

To change your investment elections and/or exchange between the investment options in the Plan, contact the investment provider holding your Plan account. You may do so online with Fidelity or speak with a representative at 800-343-0860 and/or online with TIAA or call them at 800-842-2252.

Please be aware that the fund managers of the Plan's investment options reserve the right to impose restrictions and/or fee penalties if multiple transfers occur between one or more funds within a 60- or 90-day period. Review the investment option's fund prospectus, available at each vendor, when considering your transfers.

Important Information about the Plan's QDIA

Age Vintage	CUSIP	Born between these years		Expense Ratio
Vanguard Target Retirement Fund Income	VTINX	Before 1953		.08%
Vanguard Target Retirement Fund 2020	VTWNX	1953	1957	.08%
Vanguard Target Retirement Fund 2025	VTTVX	1958	1962	.08%
Vanguard Target Retirement Fund 2030	VTHRX	1963	1967	.08%
Vanguard Target Retirement Fund 2035	VTTHX	1968	1972	.08%
Vanguard Target Retirement Fund 2040	VFORX	1973	1977	.08%
Vanguard Target Retirement Fund 2045	VTIVX	1978	1982	.08%
Vanguard Target Retirement Fund 2050	VFIFX	1983	1987	.08%
Vanguard Target Retirement Fund 2055	VFFVX	1988	1992	.08%
Vanguard Target Retirement Fund 2060	VTTSX	1993	1997	.08%
Vanguard Target Retirement Fund 2065	VLXVX	1998	2002	.08%
Vanguard Target Retirement Fund 2070	VSVNX	2003	2007	.08%

Investment Objectives

Vanguard Target Retirement Funds are mutual funds designed for investors expecting to retire and leave the workforce around the year indicated in each fund's name. The funds automatically reset the asset mix of stocks, bonds, and cash equivalents to gradually become more conservative over time as they approached the target date.

The investment risk of each target date fund changes over time as its asset allocation changes. The returns are not guaranteed but depend on how the market performs. The funds are subject to the volatility of the financial markets, including that of equity and fixed-income investments in the US and abroad, and may be subject to risk associated with investing in high-yield, small-cap, and foreign securities. Principal invested is not guaranteed at any time, including at or after their target dates.

More Information About the Plans

You can find out more about the SRA by visiting the Retirement Plans webpage where you will find a copy of the Plan's Summary Plan Description, fee disclosures and annual contribution limits. The investment providers will be able to provide more information about the fund options offered in the SRA, including investment objectives, fund management, performance, fees, and expenses. Many of the funds offered in the Plan are offered at both Fidelity and TIAA, however, there are differences between the two platforms. To contact Fidelity, go online or call 800-343-0860. To contact TIAA, visit them online or call 800-842-2252.

404(c) Notice

Supplemental Retirement Accounts for All Employees of Dartmouth College 401(a) Defined Contribution Retirement Plan for Dartmouth College Faculty and Staff

Dartmouth's retirement program is designed to help employees build toward future financial security. Most employees have the choice of saving through the Supplemental Retirement Accounts for All Employees of Dartmouth College ("SRA") with pre-tax and/or Roth post-tax contributions. You may deduct a flat dollar amount or a percentage of your pay from each paycheck when you enroll in the SRA. Payroll deductions do not begin until you enroll in the SRA and choose your savings amount.

Dartmouth contributes toward the retirement of eligible employees in the 401(a) Defined Contribution Retirement Plan for Dartmouth College Faculty and Staff ("401(a) Plan"). Contributions between 3%-9% of allowable compensation, based on age, will be deposited with each paycheck as soon as possible after the first day of work. These contributions become fully vested after three years of employment.

Both the SRA and the 401(a) Plan are intended to satisfy the requirements of Section 404(c) of the Employee Retirement Income Security Act of 1974, as amended ("ERISA"). Under ERISA Section 404(c), plan fiduciaries may be relieved of liability for any losses that are the direct and necessary result of investment instructions given by a participant or beneficiary. This means that you (and not Dartmouth, the plan administrator, or any other plan fiduciary) are responsible for any investment losses resulting from your investment decisions (including deemed investment decisions). This notice serves as a reminder that you are responsible for determining how to allocate your retirement plan savings among the investment choices offered by the SRA and 401(a) Plan. You should review your fund options at each of the investment providers and make any changes you believe are most appropriate for achieving your individual retirement savings goals.

Summary Plan Description

Supplemental Retirement Accounts for All Employees of Dartmouth College

401(a) Defined Contribution Retirement Plan for Dartmouth College Faculty and Staff

Include copies of both SPDS

Defined Contribution Retirement Plan

Summary Plan Description

This booklet is not the Plan document, but only a summary of its main provisions and not every limitation or detail of the Plan is included. Every attempt has been made to provide concise and accurate information. However, if there is a discrepancy between this booklet and the official Plan document, the Plan document shall control.

This booklet is part of the summary plan description required by the federal pension laws. The other part is the Dartmouth College Employee Benefit Plan Claims and Appeal Procedures booklet, a copy of which is available upon request.

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Introduction

Dartmouth College maintains a retirement program for eligible regular employees classified as Faculty, Exempt Staff*, Research Associates, Non-Exempt Staff*, and IATSE employees. The program consists of two parts: Dartmouth contributions made on your behalf under the Defined Contribution Retirement Plan, and voluntary contributions by you under a Supplemental Retirement Account. For technical reasons under the tax laws, these two parts of the program are separate.

- *Defined Contribution Retirement Plan (this Plan)*. Dartmouth makes contributions on your behalf, with no contributions required from you.
- *Supplemental Retirement Account (SRA).* You can voluntarily contribute to an SRA to increase your retirement savings. See the separate SRA booklet for more details.

> * Certain Exempt and Non-Exempt staff elected to continue participating in Dartmouth's Defined Benefit Retirement Plan. Such staff are not eligible for this Plan, and this booklet does not apply to them.

Participants in this Defined Contribution Plan direct where the contributions to their Plan accounts are invested from among Fidelity Investments or TIAA. Each of these companies offers numerous investment options with different investment goals, strategies and degrees of risk. Contributions accumulate with interest, earnings and investment gains or losses. The resulting amount will be the source of your retirement income from the Plan, and can be paid to you at retirement in a variety of methods, or may be paid to your beneficiary if you should die before retirement.

Please read this booklet carefully and share it with your family. Your spouse or other designated beneficiary may be eligible for a Plan benefit in case of your death. If you need additional information about any part of the Plan, you wish to receive a copy of the Plan document, or you have a question about how the Plan applies to you, please contact the Benefits Office (contact information is on page 20 of this booklet).

Eligibility

There are two parts to the Defined Contribution Retirement Plan. The two parts are largely the same, but there are a few minor differences, which are explained in this booklet. This is because, for technical reasons, the two parts are separate "plans" that operate under different sections of the Internal Revenue Code.

- *403(b) Defined Contribution Retirement Plan for Dartmouth College Faculty and Staff* (the "403(b) Plan"). This part covers eligible regular employees*, who are classified as faculty members and exempt staff employees, who were hired before January 1, 1989. Such employees' participation in this part of the Plan was grandfathered when the 401(a) Defined Contribution Plan was established in 1989.
- *401(a) Defined Contribution Retirement Plan for Dartmouth College Faculty and Staff* (the "401(a) Plan"). This part covers eligible regular employees* who are classified as:
  - Faculty members, research associates, and exempt staff employees, who were hired on or after January 1, 1989.
  - Employees hired prior to January 1, 1989 and who subsequently (after January 1, 1989) were reclassified or transferred to eligible employee positions classified as faculty or exempt staff employees.
  - Non-exempt staff and IATSE (International Alliance of Theatrical Stage Employees) hired on or after January 1, 1998.
  - Eligible employees who were participants in the Dartmouth College Defined Benefit Retirement Plan on December 31, 1997 and whose participation was electively transferred to this Plan effective as of January 1, 1998.
  - Eligible employees who were participants in the Dartmouth College Defined Benefit Retirement Plan, whose employment classification was changed from non-exempt to exempt after January 1, 1998, and whose participation was electively transferred to this Plan in connection with such change.
  - Certain members of Local 560, Service Employees International Union, assigned to the Department of Safety and Security (those who did not electively retain participation in the Defined Benefit Retirement Plan).

To be considered eligible for this Plan:

- Faculty, Research Associate, or Exempt Staff employees must have appointments of at least nine months and be regularly scheduled to work half of the full-time equivalent hours for his or her position.
- Non-Exempt Staff and IATSE employees must be regularly scheduled for 20 hours per week or more in positions lasting at least nine months.
- In any event, employees described above shall be entitled to participate in the Plan if the employee completes at least 1,000 hours of service in an eligibility computation.

* Only individuals classified as "employees" by Dartmouth are eligible to participate. Individuals who are classified as other than employees, for example, consultants or independent contractors (including those classified as "Research Fellows") are not eligible to participate. Students regularly enrolled at Dartmouth are not eligible, even if they are also working at Dartmouth.

Participation

Participation Begins. Your participation begins on your first day of work as an eligible regular employee if you are age 21 or older. If you are not eligible on your first day of work, your participation will begin when you meet all the eligibility requirements.

Participation Ends. Your active participation in the Plan will end when your service as an employee in an eligible class ends because of change in employment classification, death, retirement, disability or any other reason.

Enrollment. To enroll in the Defined Contribution Plan, you will complete an online enrollment form as required under the Plan, and an online account application for each Investment Company you intend to invest with, indicating your investment choices. You also will designate a beneficiary.

Re-employment

Active Participants. If you were an active participant in this Plan, terminated your employment with Dartmouth, and then are re-employed as an eligible regular employee by Dartmouth, you will immediately participate in this Plan again. If you were a grandfathered participant in the 403(b) Defined Contribution Plan, you will again participate in that plan. Otherwise, you will again participate in the 401(a) Defined Contribution Plan.

Other Employees. If you were participating in the Dartmouth College Defined Benefit Retirement Plan, and you terminate employment with Dartmouth and then return to work within one year after termination, you will participate in this Plan and not the Defined Benefit Retirement Plan unless the following conditions are met:

- You are re-employed by Dartmouth as a non-exempt employee with an appointment of 50% or more FTE hours following a termination due to disability or layoff, and
- You submit a written request to resume participation in the Dartmouth College Defined Benefit Retirement Plan within 60 days of your re-employment.

If the above conditions are not met, upon re-employment you will participate in the 401(a) Defined Contribution Plan, provided you are eligible.

Amount

For participants in this Plan, Dartmouth makes regular monthly or biweekly contributions on your behalf. No contributions from you are required (or allowed-except for participants in the 403(b) Defined Contribution Plan-see page 18). The amount of contribution is based on a percentage of your Compensation and increases with age:

Your Age:	Dartmouth Contribution as a Percentage of Your Base Salary:
21 to 29	3%
30 to 34	5%
35 to 39	7%
40 or older	9%

When you reach age 30, 35 or 40, your contribution percentage increases. The increase is effective with the first pay period starting after your birthday. (For example, a January 26 birthday would result in a contribution level increase for your February base salary.)

Compensation Defined. For purposes of Dartmouth's Plan contributions, compensation means:

- For faculty members, one-twelfth of the Participant's academic year base salary;
- For employees classified as exempt, base salary paid during the pay period;
- For employees classified as non-exempt, base salary and overtime paid during the pay period.

For all participants, compensation includes reductions in compensation for pre-tax contributions to the SRA and for pre-tax contributions to Dartflex. For a participant who is a College Chaplain, base salary will include the value of any college-provided housing or allowance for housing. In addition, an individual receiving a differential wage payment, related to service in the armed services, is treated as an employee of the College and the differential wage payment is treated as compensation. If you think you are affected by this provision, please contact the Plan Administrator.

Compensation Limit. Federal tax law limits the amount of compensation the Plan can use when calculating the contribution to your account each year. For 2021, the limit is $290,000. The limit is indexed for future inflation in accordance with IRS rules. Any compensation you have in excess of the limit for a year cannot be considered by Dartmouth when it calculates the amount to be contributed to your Plan account for that year.

General Contribution Limit. Contributions to your account under the Plan cannot exceed 100% of your pay or, for 2021, $58,000, whichever is less. (The $58,000 limit is indexed for inflation under IRS rules.) Any voluntary contributions you make to an SRA (or to the 403(b) Defined Contribution Plan) count against this limit.

Tax-Deferral. Dartmouth's contributions, and any investment earnings or interest are not taxed until you begin to receive your benefits. Tax deferral can help your account grow, because earnings compound without income taxes while in your account. Also, you might be in a lower tax bracket when you retire.

Vesting

"Vesting" means ownership of the amount in your Plan account. Once you are "vested" in your Plan account, you have an irrevocable right to the amount in your account (with investment earnings and gains or losses), even if you leave Dartmouth before you retire. (Note: the fact that you may be 100% vested in your account does not mean that your account balance may not go down due to investment losses.)

Plan participants become fully vested after three (3) years of regular employment with Dartmouth. Participants terminating employment with fewer than three (3) years will forfeit their Plan accounts.

For purposes of vesting, your employment includes all periods when you are a regular Dartmouth employee, whether continuous or not. Also, leave of absence (including sabbatical) and absence for military service, for which you have re-employment rights under federal law, also count as part of your employment, as long as you return at the end of your military service. In addition, if you leave Dartmouth and are re-employed within one (1) year after separating, the period between your separation and rehire is, nevertheless, counted as part of your employment for vesting purposes. If you are receiving a differential wage payment, then you are treated as an employee of the College during that time period.

If you terminate employment with Dartmouth before completing three (3) years of employment and forfeit your Plan account, the amount forfeited will be restored (without any interest or earnings), if you return to Dartmouth employment before six (6) years have elapsed. You will then continue vesting in your Plan account.

In addition, you are fully vested in your Plan account, at all times, on or after you have attained age 65, or upon the date you suffer a disability, regardless of your years of employment.

For this purpose only, "disability" means your permanent or indefinite inability to perform the normal duties of your position because of a physical or mental impairment, as determined by the Administrator. (Note: the fact that you may be fully vested under this definition of disability does not necessarily mean you will qualify for disability benefits under any Dartmouth disability plan or under Social Security.)

Receiving Benefits

Payment of Benefits

When Retirement Payments Begin. You can begin receiving your vested Plan account balance after you have terminated employment with Dartmouth. There is no legally mandated retirement age. If you continue working at Dartmouth as an eligible employee after your normal retirement date, you will continue to receive Dartmouth contributions, in accordance with the contribution formula.

Following termination, you can postpone the start of Plan benefits payments until the beginning date required under federal tax law. The tax law still requires you to start receiving payments by April 1st of the year after the year you reach age 70½, if you are no longer working at Dartmouth.

All distributions are initiated by you contacting the Investment Company(ies) holding your account.

Forms of Distribution. Subject to the spousal rights described below, the Plan permits you to receive your vested benefits in the form of a cash payment, a lifetime annuity, or a variety of other payment methods provided by the Investment Companies. You should check with the Investment Companies to see which methods are available and what rules govern the payment process in each case. For example, TIAA has a policy for this Plan only, of not allowing lump sum payments from the TIAA portion of TIAA. Also, since there are significant legal and financial consequences to retirement settlements, you should be familiar with the relevant IRS regulations (or consult a tax advisor) before taking any action.

Spousal Right To Plan Benefits. **(Note: unless otherwise stated, references to "spouse" and "married" participants refer only to individuals whose marriage is recognized under federal law.)** Unless the waiver and written consent described below are properly completed, all married participants in this Plan are subject to the following provisions:

- *Pre-retirement spousal benefit:* If you are married and die before the Plan benefit payments begin, your surviving spouse must receive a benefit that is at least 50% of the current value of your vested account. This amount is paid as a life annuity to your surviving spouse unless the spouse chooses another payment option. You can designate a separate beneficiary for the other 50% of your account, if you choose.
- *Post-retirement spousal benefit:* If you are married when your Plan benefit payments begin, your vested account will be applied to buy a joint annuity from an insurance or annuity company. The joint annuity provides a monthly income to you for life, with a monthly income after your death to your surviving spouse (to whom you were married when annuity payments began). The continuing payments to your spouse must be at least 50% of the monthly payment to you.

Married participants and their spouses may waive the spousal entitlement to a joint annuity or a pre-retirement death benefit, but only if a written election of another form of payment or designation of a non-spousal beneficiary is filed with the Investment Company providing the benefit, along with a written consent signed by the spouse, and witnessed by a notary public. The Investment Company will supply you with the necessary forms.

For post-retirement survivor benefits (joint annuity), the waiver may be made only during the 90-day period before benefits begin. The waiver may also be revoked during the same period, although it generally may not be revoked after annuity income begins.

A participant who elects to waive the post-retirement survivor benefits is entitled to elect a "qualified optional survivor annuity" at any time during the applicable election. The qualified optional survivor annuity also provides a monthly income to you for life, with a monthly income after your death to your surviving spouse, in an amount that is coordinated with the options available under the Plan for the post-retirement spousal benefit.

The period during which you and your spouse may elect to waive the pre-retirement spousal benefit begins on the first day of the plan year in which you attain age 35 and continues until the earlier of your death or the date you start receiving annuity income. If you die before attaining age 35-that is, before you have had the option to make a waiver-at least 50% of the full current value of the accumulation is payable automatically to your surviving spouse. If you terminate employment before age 35, the period for waiving the pre-retirement death benefit begins at your date of termination. The waiver may also be revoked during the same period.

In the event that a judgment, decree, or other court order establishes the rights of another person (called an "alternate payee") to all or part of your account under this Plan in order to provide child support, alimony or other marital property payments, the Plan Administrator will determine if the order meets the requirements of a "qualified domestic relations order." If the order is "qualified," payments will be made in accordance with that order. If a court issues a qualified domestic relations order, such order may preempt the usual requirements that your spouse be considered your primary beneficiary, for a portion of the account.

Death Benefits. If you die before receiving your vested Plan account, the full current value of your vested account is payable as a death benefit to the beneficiary(ies) you name, subject to the spousal rights described above. You should file a designation of beneficiary form with each Investment Company that holds part of your account.

You should review your beneficiary designation from time to time, and contact the Investment Company(ies) holding your account if you wish to change it. Where there is no designated beneficiary, your account will go to your surviving spouse (if any), otherwise to your estate (unless the

Investment Company sponsoring your investment options has different rules where there is no designated beneficiary). **Note**: for purposes of determining who will receive your death benefits where there is no designated beneficiary, a surviving spouse of the same gender as you (who is validly married to you under the laws of a jurisdiction that permits same sex marriage), or a beneficiary who was your domestic partner at the time of your death (under Dartmouth's regular Policies and Procedures relating to domestic partnerships) will be deemed to be your surviving spouse. Federal tax law places certain limitations on when and how death benefits are received, which are explained to beneficiaries at the time of a benefit application.

If You Leave Dartmouth. If you leave Dartmouth, you retain the right to receive your "vested" account balance. In some cases you may be able to continue participating with the Investment Company(ies) holding your accumulations. But if not, your vested account will continue to earn interest and/or investment gains and losses.

If you leave Dartmouth, you may also request that your account balance be rolled over to an "eligible retirement plan," including an individual retirement account ("IRA") or a plan sponsored by your new employer (if that plan accepts rollovers from this Plan).

Taxation of Benefit Payments

Distributions received from your Plan account, including Dartmouth's contributions and earnings, are subject to federal income tax as you receive the payments.

Federal law requires the Investment Company(ies) to withhold income taxes from benefit payments, unless you instruct them to do otherwise (withholding may be mandatory under certain circumstances). Besides normal federal income taxes, an additional 10% tax applies to benefits received before age 59½, unless one of the following exceptions applies:

- You retire or leave Dartmouth and begin a lifetime annuity or installment income option;
- You leave employment at age 55 or older;
- You have unreimbursed medical expenses that are greater than 7.5% of your adjusted gross income;
- You die or become disabled;
- The distribution is paid to someone besides you under a Qualified Domestic Relations Order (for example, a divorce settlement).

IRS rules on distributions from your Plan account and the income tax impact can have important financial and estate planning implications. Consult a qualified professional advisor for assistance if needed (if you made after-tax contributions to your account, for example, a tax professional can advise you on how this impacts you).

Investment Companies and Investment Options

You can invest your Plan account in annuities and custodial accounts issued or maintained by one or more of the following Investment Companies:

- Fidelity Investments
  P.O. Box 770002 Cincinnati, OH
  45277-0090
  1-800-343-0860
  www.netbenefits.com/dartmouth

- TIAA
  P.O. Box 1259
  Charlotte, NC 28201
  1-800-842-2252
  www.tiaa.org/dartmouth

You decide where to invest your account from among investment options offered by each of the Investment Companies for 401(a) and 403(b) plans. You can invest all of your contribution in one Investment Company, or divide it among the two. Within the different investment options offered by each Investment Company, you decide which investment option(s) you want to invest in (subject to any minimum investment, other rules or limitations imposed by the Investment Company). Since you choose the investments for your account, you are responsible for the investment results achieved. Before making any decisions, you should familiarize yourself with the investment policies, goals, and historical performance of the investment options that interest you by reading the prospectuses. If you do not direct the investment of your account, then your account will be invested in accordance with the default investment alternatives, which will be a life cycle type investment fund specified by the Plan Administrator based on your anticipated retirement age, established under the Plan. These default investments will be made in accordance with specific rules under which the fiduciaries of the Plan, including Dartmouth, the Trustee and the Plan Administrator, will be relieved of any legal liability for any losses resulting from the default investments. The Plan Administrator has or will provide you with a separate notice which details these default investments and your right to switch out of the default investments if you so desire.

The Plan is intended to comply with Section 404(c) of ERISA (the Employee Retirement Income Security Act). If the Plan complies with this Section, then the fiduciaries of the Plan, including Dartmouth, the Trustee and the Plan Administrator, will be relieved of any legal liability for any losses which are the direct and necessary result of the investment directions that you give.

For a comparison of certain investment options offered by each Investment Company, please contact the Benefits Office for the current performance summaries. For a prospectus or official financial information about any of the investment options, please contact the Investment Company directly at the address(es) that appear above.

Investment Strategy

Goals and Timing. It is helpful to have an investment strategy when saving for retirement. Remember to consider when you'll need your money. For example, someone retiring in 30 years will probably have a different investment strategy than someone retiring in three years.

Compounding. Compounding is what happens when the earnings on your investments are reinvested and earn additional returns. The best strategy is to start saving as early as possible, so compounding has more time to work for you. The sooner your savings begin accumulating, the more time your investments have to compound and grow.

Risk. To help control market risk and to improve your total return over time, many investment professionals suggest diversification. With this strategy, you allocate your savings among different asset classes (i.e., short-term investments, stocks, bonds, and international securities). Most investments, regardless of their level of market risk, fluctuate in value from time to time. Stock funds tend to fluctuate more than other funds. So their value can go higher-and lower-than the value of other types of funds. Diversification is a strategy to control risk and return by investing Dartmouth's contributions and your savings among a number of different types of investments, some with greater risk than others. That way, if some investments drop in value, other investments may increase in value or hold steady to help offset any loses. You'll want to make your investment choices based upon your goals, timing, and tolerance for risk. Consult an investment professional for additional information or advice if desired.

Fees

Fees and expenses are assessed on most retirement plans. The amount is determined by the funds within your portfolio. Different funds may have different expenses. In addition to recordkeeping fees, investment fees including expense ratios and other fund-specific fees may be applied. For fees on your specific funds, please visit the investment company website or review the fund prospectus.

Changing Investments

You can transfer your investments to different investment options inside the same Investment Company or to investment options in the other Investment Company.

New Contributions. Once you have enrolled in the Plan, you can, at any time, change the Investment Companies for future contributions to your account. You will need to indicate the change on the FlexOnline benefit system (http://benefits.dartmouth.edu) at least 10 days before the paycheck to be affected. You will also need to complete an online account application if you do not already have an account set up to receive the funds.

Transferring Investments Among Options in the Same Investment Company. To transfer contributions already invested from one investment option to another within the same Investment Company, you will need to call or write that Investment Company for details.

Telephone numbers to transfer funds within an Investment Company are listed at the beginning of this section.

Transferring to a Different Investment Company. To transfer contributions you have invested with one Investment Company to another, contact the Investment Company receiving the funds for a Rollover/Transfer Form.

Limitations of the Plan

Under certain circumstances, your Plan benefits may be denied or reduced.

- The value of the investments in your account may decline with changes in the market.
- If you stop working for Dartmouth for any reason before age 65 and before you have completed three years of employment, you will forfeit your account (unless you became vested under the Plan's disability provision).
- If you do not apply for benefits to the Investment Company(ies) where you invested your account, benefits could be delayed or lost completely.
- If you fail to provide information requested by Dartmouth or the Plan Administrator, benefits could be delayed.
- If required by a qualified domestic relations order (QDRO), part of all of your account may be assigned to meet payments for child support, alimony, or marital property rights. You will be notified if the Plan receives a domestic relations order relating to your Plan account. Participants and their beneficiaries may obtain a copy of the Plan's QDRO Procedures, without charge, from the Benefits Office. Otherwise, your account generally may not be assigned away or attached by your creditors.

Voluntary Participant Contributions – 403(b) Defined Contribution Plan Participants Only

Participants in the 403(b) Defined Contribution Plan may add voluntary contributions directly to their Plan account invested with TIAA (subject to tax law contribution limits). Fidelity Investments does not accept such contributions under this Plan (they are accepted to an SRA). Due to tax law rules, voluntary contributions may not be made to the 401(a) Defined Contribution Plan.

Generally, a 403(b) Defined Contribution Plan participant may choose to make SRA contributions to his or her account under the Supplemental Retirement Account Plan because of its more flexible withdrawal rules. However, TIAA investments under the 403(b) Defined Contribution Plan earn a higher interest rate than a separate TIAA contribution under the Supplemental Retirement Account Plan. CREF rates are the same. These and other differences are summarized in more detail in the SRA Summary Plan Description; a copy may be obtained at the Benefits web site or by contacting the Benefits Office. Several tax law limits and other rules apply to voluntary contributions to your 403(b) Defined Contribution Plan account. These are also described in the SRA Summary Plan Description.

Special Matching Contributions – Only Participants Hired After July 1, 2009

The Plan provides for a special matching contribution which is only available to employees hired on or after July 1, 2009. This special matching contribution provision was established as a consequence of Dartmouth's elimination of the retiree medical subsidy program for employees hired on or after July 1, 2009. Because there will no longer be any level of subsidy for retiree health benefits for employees hired on or after July 1, 2009, Dartmouth has determined that it will provide this special matching contribution instead.

The special matching contribution described herein will not be available to any employee previously entitled to retiree health benefits and as to whom such retiree health benefits have not been forfeited. The special matching contribution shall be made only for employees who meet the following requirements:

(a) The employee is not otherwise entitled to any retiree medical premium subsidy;

(b) The employee is otherwise eligible to participate in the 401(a) Plan (please see the Summary Plan Description for the Defined Contribution Retirement Plan for detail about eligibility to participate in the 401(a) Plan);

(c) The employee is hired on or after July 1, 2009; and

(d) The employee is not a research fellow.

Employees who meet the eligibility requirements will be eligible to receive a special matching contribution based on contributions by the employee to the Supplemental Retirement Accounts for All Employees of Dartmouth College (which is known as the "SRA Plan"). In order to receive the special matching contribution, you must make a contribution to the SRA Plan.

If an eligible employee makes a contribution to the SRA Plan, Dartmouth will make a matching contribution equal to 100% of the salary reduction contributions made by the eligible employee, but subject to the maximum dollar limit and to the maximum time limit.

The maximum dollar limit is $3,000. In no event shall Dartmouth make special matching contributions for any participant in excess of a total of $3,000.

The maximum time limit is 6 years. Dartmouth will only make special matching contributions with respect to salary reduction contributions made to the SRA Plan on or prior to the date which is 6 years after the employee first becomes eligible for special matching contributions.

Except as described above, the special matching contributions are subject to the various other rules of this Plan, including but not limited to rules relating to compensation and contribution limits, tax deferral, vesting, receiving benefits, investing or contributions, limitations of this Plan, additional information, and the ERISA Statement in this SPD.

Additional Information

This section contains information on how the Plan is administered and a statement of your legal rights as a participant. This information, along with the preceding summary of the Plan, is provided to meet the disclosure requirements of a federal law called the Employee Retirement Income Security Act of 1974 (ERISA).

Plan Sponsor and Plan Administrator. The sponsor of the Plan is:

Dartmouth College
Office of Human Resources/Benefits Office
7 Lebanon Street, Suite 203
Hanover, NH 03755
(603) 646-3588
email: Human.Resources.Benefits@dartmouth.edu

Dartmouth is also the official "Plan Administrator" under ERISA, but the Executive Director, Total Rewards, who may be contacted at the Office of Human Resources, has been designated to handle plan administration on a day-to-day basis. If you believe that legal action is necessary, the agent for service of legal process is the Executive Director, Total Rewards.

As the designated Plan Administrator, the Executive Director, Total Rewards has the authority and discretion to interpret and apply the terms of the Plan, and to make all decisions under the Plan regarding eligibility, participation, contributions, vesting, benefits and other questions. Investments and distributions are administered by the Investment Companies.

Type of Plan. Defined Contribution Retirement Plan.

Plan Name and Number. The Plan consists of two different arrangements, each of which is considered a separate "plan" for certain tax law purposes. The two plans and their plan numbers are as follows:

- *403(b) Defined Contribution Retirement Plan for Dartmouth College Faculty and Staff* (001) (this plan operates under Internal Revenue Code Section 403(b)).
- *401(a) Defined Contribution Plan for Dartmouth College Faculty and Staff* (005) (this plan operates under Internal Revenue Code Section 401(a)).

Employer Identification Number. 02-0222111.

Plan Year. January 1st to December 31st.

Plan Assets. The Plan is currently funded by contributions by Dartmouth. Grandfathered participants in the 403(b) Defined Contribution Plan may also contribute to their Plan accounts invested with TIAA. All 403(b) Defined Contribution Plan contributions are invested in annuity contracts or mutual fund custodial accounts, issued or maintained by the Investment Companies (or their affiliates). Investments are directed by each Plan participant with respect to his or her account. Appointed positions within Dartmouth College are the trustees for this Plan.

Top Heavy Rules. Under Federal law, an employee pension benefit plan is considered top heavy if 60% or more of all accrued benefits have been earned by certain highly paid employees. If the Plan becomes "top heavy," special rules requiring minimum contributions may apply to some participants. The Plan is unlikely to become top heavy. However, if it does, you will be notified of any effect that this will have on your benefits.

Benefits Not Guaranteed. Benefits are not guaranteed by the Pension Benefit Guaranty Corporation (PBGC). PBGC requirements and insurance coverage do not apply to defined contribution plans such as this Plan.

Benefits Office. The Benefits Office is responsible for enrolling participants, forwarding Plan contributions for each participant to the Investment Company(ies), and for performing other duties required for the operation of the Plan. The Investment Companies invest contributions and transfer amounts among investment options, in accordance with participants' directions. The Investment Companies also make distributions, in accordance with participants' directions.

Obtaining Additional Plan Information. Requests for information, and claims concerning eligibility, participation, contributions, or other aspects of the operation of the Plan, should be put in writing and directed to the Plan Administrator.

Claims and Appeals Procedures. Benefits under this Plan will ordinarily be paid when due, as long as you file the necessary forms with the Benefits Office and/or Investment Company. However, if you believe that you are entitled to a right or benefit under the Plan that you are not receiving, you may file a formal claim with the Plan Administrator. If the Plan Administrator denies your claim, you have the right to appeal and have your claim reconsidered by the Claims Review Committee. The procedures for handling claims and appeals are set forth in a separate booklet entitled Dartmouth College Employee Benefit Claims and Appeal Procedures. This booklet is furnished automatically without charge.

Future of the Plan. Dartmouth expects to continue the Plan, but reserves the right to change or terminate it at any time. Dartmouth's decision to change or terminate the Plan may be due to changes in law governing retirement benefits, the requirements of the Internal Revenue Code, or any other reason. Amendment or termination of the Plan may be approved by Dartmouth's Board of Trustees or the Executive Committee of the Board. In addition, amendments that do not substantially affect Dartmouth's contributions or benefits accrued under the Plan, may be approved by the President or by the Executive Vice President (or another Dartmouth officer to whom either of them has delegated this authority).

If this Plan is terminated, you will have a vested right to your Plan account regardless of your length of service.

ERISA Statement

As a participant in the 403(b) Defined Contribution Retirement Plan for Dartmouth College Faculty and Staff or the 401(a) Defined Contribution Retirement Plan for Dartmouth College Faculty and Staff, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that all Plan participants shall be entitled to:

Receive Information About Your Plan and Benefits. You may examine, without charge, at the Benefits Office, all documents governing the Plan, including collective bargaining agreements, 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 Employee Benefits Security Administration.

You may obtain, upon written request to the Plan Administrator, copies of documents governing the operation of the Plan, including collective bargaining agreements, 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.

You may receive a summary of the Plan's annual financial report. The Plan Administrator is required by law to furnish each participant a copy of this summary annual report.

You may obtain a statement telling you whether you have a right to receive a pension at normal retirement age (age 65) and if so, what your vesting is if you stop working under the Plan now. If you do not have a vested right to a pension, the statement will tell you how many more years you have to work to get a vested right to a pension. This statement must be requested in writing and is not required to be given more than once every 12 months. The Plan must provide the statement free of charge.

Prudent Actions by Plan Fiduciaries. In addition to creating rights for Plan participants, ERISA imposes duties upon the people who are responsible for the operation of the employee benefit 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 your employer, your union, 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.

Enforce Your Rights. 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 which 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, 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.

Assistance with Your Questions. If you have any questions about your 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, DC 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.

HR The Office of Human Resources
at Dartmouth College
7 Lebanon Street • Suite 203 • Hanover• New Hampshire • 03755-2112

March 2020

SUPPLEMENTAL RETIREMENT ACCOUNTS
FOR
ALL EMPLOYEES OF DARTMOUTH COLLEGE

SUMMARY PLAN DESCRIPTION

This Summary Plan Description is not the legal Plan document, but only a summary of its main provisions and not every limitation or detail of the plan is included. Every attempt has been made to provide concise and accurate information. However, if there is a discrepancy between the Summary Plan Description and the legal plan document, the legal plan document will control.

Table of Contents

Introduction

Dartmouth College offers a tax-favored savings plan for all Eligible Employees who wish to supplement the benefits provided by the Dartmouth retirement plans by contributing a portion of their Dartmouth compensation ("Employee Contributions") to the Supplemental Retirement Accounts for All Employees of Dartmouth College ("SRA").

Whatever your plans for retirement, the SRA can be an important tool to help you increase your future retirement income. The SRA lets you put money aside in the form of Pre-Tax Contributions or Roth Contributions (after-tax contributions) or a combination of both. Earnings on your Pre-Tax Contributions are not taxed until distributed. Earnings on your Roth Contributions are never taxed so long as certain requirements are met, *e.g.*, they are not distributed to you for a five year period. Whether you choose to make Pre-Tax Contributions and/or Roth Contributions (together, "Employee Contributions"), the tax deferral on earnings can allow your money to grow faster which helps you save for retirement.

If you choose to enroll in the SRA, you direct where your Employee Contributions are invested between TIAA and Fidelity ("Investment Companies"). Each offers the same investment options except that TIAA offers certain annuity-type investment options. You are always fully vested in your Employee Contributions and any earnings thereon. The resulting amount will be an additional source of retirement income for you, and can be paid to you at retirement in any of a variety of methods, or may be paid to your beneficiary if you should die before retirement.

If you have any questions about the SRA, please contact the Investment Companies:

- **TIAA**
  - By visiting www.TIAA.org/dartmouth.
  - By calling 800-842-2252, Monday through Friday, 8 a.m. - 10 p.m., or Saturday, 9 a.m. - 6 p.m. (EST).
- **FIDELITY**
  - By visiting www.netbenefits.com/dartmouth.
  - By calling 800-343-0860, weekdays, 8 a.m. to midnight (EST).

As noted in this Summary Plan Description, in certain instances, you must contact:

- **The Dartmouth Benefits Office:**
  - By email: human.resources.benefits@dartmouth.edu.
  - By phone: 603-646-3588, Monday through Friday, between 8:00 a.m. and 5:00 p.m.
  - By fax: 603-646-1108
  - Mailing address: Office of Human Resources, 6042, 7 Lebanon Street, Suite 203, Hanover, NH 03755

Definitions

As used in this Summary Plan Description, the following terms have the meanings set forth below:

"***Account***" means, collectively, the separate recordkeeping subaccounts maintained by the Investment Companies to record your total interest in the SRA.

"***Beneficiary***" means the individual or entity designated by you to receive the entire value (or remaining value) of your Account upon your death. For information regarding the procedures to designate or change your Beneficiary, see the *Death Benefits* Section.

"***Compensation***" means your cash compensation paid by Dartmouth.

"***Eligible Employee***" means an employee of Dartmouth described in the *Eligible Employee* Section who is eligible to actively participate in the SRA.

"***Employee Contribution Dollar Limit***" means the dollar limit on Employee Contributions set by the Internal Revenue Service for each ***calendar year*** as described in the *Employee Contributions* Section.

"***Employee Contributions***" means the contributions you make to the SRA pursuant to a Salary Reduction Election as further described in the *Employee Contributions* Section. Employee Contributions to the SRA can be made as Pre-Tax Contributions, Roth Contributions (after-tax), or a combination of both.

"***ERISA***" means Employee Retirement Income Security Act of 1974, as amended from time to time.

"***Excluded Employee***" means an employee of Dartmouth described in the *Eligible Employee* Section who is specifically excluded from actively participating in the SRA.

*"**Fidelity**"* means Fidelity Workplace Services LLC, a company selected currently by the Plan Administrator to perform recordkeeping and administrative services for the SRA.

*"**Investment Companies**"* mean, together, TIAA and Fidelity.

*"**Investment Funds**"* means the various investment funds offered by the SRA which you select for the investment of your Employee Contributions and/or Account. For further information regarding the SRA's Investment Funds, see the *Investment Options* Section.

"***Leave of Absence***" means any paid or unpaid leave from active employment duly authorized by Dartmouth under its leave of absence policy as amended from time to time.

"***Participant***" means any Eligible Employee and any former Eligible Employee on whose behalf an Account is maintained under the SRA.

"***Plan Administrator***" means the Dartmouth College Retirement Plan Governance Committee.

"***Plan Contributions***" means, together, your Employee Contributions and Rollover Contributions held on your behalf under the SRA.

"***Plan Year***" means the calendar year.

"***Pre-Tax Contributions***" means Employee Contributions that are made on a pre-tax basis. This means that your taxable earnings from Dartmouth are reduced by your Pre-Tax Contributions before federal and most state taxes are withheld. Pre-Tax Contributions, however, do not reduce your Social Security and Medicare taxes.

"***Qualified Domestic Relations Order" or "QDRO***" means 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 portion of your Account. For further information regarding QDROs, see the *Distributions From Your Account* Section.

"***Qualified Military Service***" means a period of absence due to qualified military service (as defined in Section 414(u) of the Internal Revenue Code) following which you are entitled to full reemployment rights as prescribed by the Uniformed Services Employment and Reemployment Rights Act of 1994 ("USERRA") with Dartmouth. Your absence will not be treated as Qualified Military Service unless prior to the commencement of your absence, you provide such information as the Dartmouth Benefits Office may require to establish that your absence from work is for military service and the number of days of your military service. For information regarding make-up contributions following your return from Qualified Military Service, see the *Additional Information Regarding Plan Contributions* Section.

"***Rollover Contributions***" means amounts you roll over from another eligible retirement plan to the SRA. For further information regarding Rollover Contributions to the SRA, see the *Employee Contributions* Section.

"***Roth Contributions***" means Employee Contributions that are made on an after-tax basis. This means that Roth Contributions do not lower your taxable income or the amount of your income taxes, Social Security, and Medicare taxes. However, any earnings on your Roth Contributions are distributed tax-free if they are part of a qualified distribution. For information regarding qualified distributions, see the *Employee Contributions* Section.

"***Salary Reduction Election***" means an election by you to reduce your Compensation by an amount elected by you which Dartmouth will contribute as Employee Contributions to the SRA. For further information regarding Salary Reduction Elections, see the *Employee Contributions* Section.

"***SRA***" means the Supplemental Retirement Accounts for All Employees of Dartmouth College. The SRA is a defined contribution plan that is intended to satisfy the requirements of Section 403(b) of the Internal Revenue Code.

"TIAA" means the Teachers Insurance and Annuity Association of America, a company selected currently by the Plan Administrator to perform recordkeeping and administrative services for the SRA. TIAA also issues or establishes the annuity contracts or custodial accounts used for purposes of funding the SRA.

Eligible Employee

If you are employed by Dartmouth in an "Eligible Employee" position, you are eligible to participate in the SRA on your date of hire or, if later, the date you become an Eligible Employee. If you have any questions whether you are an Eligible Employee, contact the Dartmouth Benefits Office.

Eligible Employees

If you are a Dartmouth employee, you are eligible to participate in the SRA unless you are an Excluded Employee. If you cease to be an Eligible Employee, your active participation in the SRA will end on the day following your next pay date.

Excluded Employees

You are an Excluded Employee while you are:

- **Student Worker**. A student performing services for Dartmouth and your earnings are FICA-exempt as described in Section 3121(b)(10) of the Internal Revenue Code.
- **Nonresident Alien**. A nonresident alien who receives no earned income from Dartmouth that constitutes income from sources within the United States or a nonresident alien who receives earned income from Dartmouth that constitutes income from sources within the United States but all of your earned income from Dartmouth is exempt from United States income tax under an applicable income tax treaty.
- **Post-doctorate research fellow**. A fellow who receives no W-2 wages from Dartmouth.

Employee Contributions

Eligibility to Make Employee Contributions

You are eligible to make Employee Contributions to the SRA upon your date of hire or rehire and for so long as you are an Eligible Employee. Enrollment in the SRA is totally voluntary. To make Employee Contributions, you must enroll in the SRA and make an online Salary Reduction Election. See below for important information regarding Salary Reduction Elections.

Employee Contributions

Pre-Tax Contributions

If you make Pre-Tax Contributions to the SRA, your Compensation for each pay period is reduced by your Pre-Tax Contributions before federal and most state taxes are withheld. This lowers your current taxable income and allows you to pay less in income taxes. Pre-Tax Contributions, however, do not reduce your Compensation for purposes of computing your Social Security and Medicare taxes. Although your Pre-Tax Contributions lower your taxable Compensation for income tax purposes, pay-related Dartmouth benefits, such as retirement, life and long-term disability coverages are not affected.

Roth Contributions

If you make Roth Contributions to the SRA, your Compensation for each pay period is not reduced by your Roth Contributions before federal and most state taxes are withheld. This means that Roth Contributions do not lower your taxable Compensation. However, any earnings on Roth Contributions are distributed tax-free if they are part of a qualified distribution. It is important to note that the income limits that may apply to your ability to make contributions to a Roth IRA do not apply to the Roth Contributions made to the SRA.

A **"qualified distribution"** is generally a distribution that is made after a 5-taxable-year period AND is made:

- On or after the date you attain age 59½,
- After your death, or
- After you become disabled; that is, you are unable to engage in any substantial gainful activity by reason of any medically determinable physical or mental impairment which can be expected to result in death or to be of long continued duration.

A **"5-taxable-year period"** begins on the first day of the calendar year in which you make your <u>first</u> Roth Contribution to the SRA and ends when five consecutive calendar years have passed. For example, assume you designate a portion of your Employee Contributions as Roth Contributions during 2018. Your 5-taxable-year period will be completed on January 1, 2023 regardless of whether you make Roth Contributions throughout the entire 5-taxable year period. In addition, you do not have to complete your 5-taxable-year period as an employee of

Dartmouth. Under the above example, if you terminated employment in 2022, a distribution of your Roth Contributions will be a qualified distribution so long as the distribution is made on or after January 1, 2023. Also, if you elect a direct rollover of your Roth Contributions to another employer plan, the 5-taxable-year period will include taxable years (and portions thereof) completed under the SRA.

Making a Salary Reduction Election

Contribution Amount

You must complete an on-line Salary Reduction Election to increase, reduce, or stop your Employee Contributions. You may make a Salary Reduction Election at any time. Non-benefits eligible employees need to contact the Benefits Office to complete a paper Salary Reduction Election.

You must elect the amount you want to contribute on a pay period basis by designating a fixed dollar amount or a percentage of Compensation. The minimum amount you can contribute is $200 a year; the maximum is up to 94 percent of your Compensation) not to exceed the Employee Contribution Dollar Limit.

Online submission of Salary Reduction Election

You must complete your Salary Reduction Election online through NetBenefits at: www.netbenefits.com/dartmouth

If you need assistance completing your Salary Reduction Election through NetBenefits, email human.resources.benefits@dartmouth.edu or call 603-646-3588.

Employee Contribution Dollar Limit

Under Age 50 Limit. Your Employee Contributions cannot exceed the Employee Contribution Dollar Limit set by the IRS for each ***calendar year***. The Employee Contribution Dollar Limit is adjusted from time to time for cost of living increases.

To find out the Employee Contribution Dollar Limit and age 50+ catch-up amount in effect for a calendar year, go to:

https://dartgo.org/retirement_plans

Over Age 50 Limit. If you will attain age 50 by the end of the calendar year, the Employee Contribution Dollar Limit is increased by an age 50+ catch-up amount for the calendar year and for each calendar year thereafter. The age 50+ catch-up amount is adjusted from time to time for cost of living increases.

The Employee Contribution Dollar Limit is applied on an ***individual*** and ***aggregate*** basis. That is, your Employee Contributions made to the SRA and your elective pre-tax or Roth contributions that you make to another employer's 403(b) or 401(k) plan during the same calendar year count toward the Employee Contribution Dollar Limit. See the *Excess Employee Contributions* below for further information.

Selection of Investment Company or Companies

Once you determine your contribution amount, you must indicate whether you would like to invest with TIAA, Fidelity, or both.

Employee Contribution Designation

You must designate your Employee Contributions as Pre-Tax Contributions, Roth Contributions, or a combination of both.

Default Investment Election

If you do not select your Investment Fund(s), your Employee Contributions will be automatically invested in the SRA's default Investment Funds. Your contributions will remain invested in the default Investment Fund until you transfer your balance to one or more Investment Funds.

The default Investment Funds are intended to be "qualified default investment alternatives" as described in Section 404(c)(5) of ERISA.

Current Default Investment Funds

The Vanguard Target Date Retirement Funds are currently the SRA's default Investment Funds that are invested using model asset-allocations based on your age and years to retirement.

If your Employee Contributions are defaulted to a Target Date Retirement Fund, they will be invested in a fund that is closest to the year in which you will attain age 65.

If you wish to obtain further information regarding the SRA's default Investment Funds, contact the Investment Companies.

Selecting Investment Funds

You can choose to invest your Employee Contributions among the various Investment Funds offered by the SRA. Your allocation may be to one Investment Fund or among any of the Investment Funds offered by the SRA in such amounts (or in such percentages) as established by the Investment Companies. NOTE: You can change your Investment Fund selections for future Employee Contributions <u>at any time</u>.

It is important that you carefully review the Investment Fund information that will be furnished to you because the benefits payable from the SRA depend on the performance of the Investment Funds you choose. For a description of the Investment Fund information available to you, see the <u>*Investment Funds*</u> Section.

Investment Fund Elections

You must make your Investment Fund elections through the Investment Companies. You are encouraged to submit your selections online through the Investment Companies' websites. Non benefits eligible employees need to make their elections directly through the Investment Companies' websites.

If you need assistance submitting your Investment Fund selections through the websites, contact the Investment Companies.

Changing Your Salary Reduction Election

You may change your Salary Reduction Election at any time by submitting a new on-line Salary Reduction Election through NetBenefits. Non-benefits eligible employees need to contact the Benefits Office to complete a paper Salary Reduction Election.

If you need assistance completing your Salary Reduction Election through NetBenefits, email human.resources.benefits@dartmouth.edu or call 603-646-3588.

Contribution Amount

You may change your contribution amount or percentage or cancel your Employee Contributions.

Employee Contribution Designation

You may re-designate your Employee Contributions as Pre-Tax Contributions, Roth Contributions, or a combination of both.

Investment Companies

You may reallocate your future Employee Contributions between the Investment Companies.

Effective Date of Salary Reduction Election

Your Salary Reduction Election or a change to your Salary Reduction Election will become effective as soon as administratively practicable following your submission through NetBenefits.

Once your Salary Reduction Election or new Salary Reduction Election is put into effect it will remain in effect from year to year until you change or cancel it or it is automatically suspended as described below.

Automatic Changes to Salary Reduction Election

Your Salary Reduction Election will be automatically changed or suspended as follows:

- ***Contribution Exceeds Earnings***. If you elected a flat dollar amount, and the contribution amount for a pay period is greater than your paycheck, your Employee Contribution for that pay period will be suspended and not taken from your paycheck.

- ***Maximum Employee Contribution Dollar Limit***. If your Employee Contributions to the SRA reach the Employee Contribution Dollar Limit during the calendar year, your Employee Contributions will be suspended for the remainder of the calendar year. If you ***do not*** change or terminate your Salary Reduction Election prior to the beginning of the next calendar year, your Salary Reduction Election in effect prior to reaching your Employee Contribution Dollar Limit will be automatically reinstated and applied to your first paycheck in January. If you ***do*** change or terminate your Salary Reduction Election after you reach your Employee

Contribution Dollar Limit, your new contribution percentage or zero contribution percentage will be applied to your first paycheck in January. In each case, your Salary Reduction Election will stay in effect until you change it.

Excess Employee Contributions

SRA

If your Employee Contributions made to the SRA exceed the Employee Contribution Dollar Limit, the excess as adjusted for any allocable income or loss (beginning first with non-matched employee contributions) will be distributed to you by April 15th following the calendar year in which the excess employee contributions were made. Excess Pre-Tax Contributions are taxable in the year made and, in the case of both excess Pre-Tax Contributions and Roth Contributions, any allocable income is taxable in the year of distribution. You will receive a Form 1099-R in the following tax year reporting that excess Employee Contributions occurred in the prior year. You are responsible for any tax obligation that you may have as the result of excess Employee Contributions to the SRA.

Non-Dartmouth Plans

You are responsible for notifying the Dartmouth Benefits Office if you have excess Employee Contributions as a result of pre-tax contributions and/or Roth contributions made to a plan ***not*** maintained by Dartmouth. You must report any excess Employee Contributions to the Dartmouth Benefits Office by March 1st following the year in which your Employee Contributions exceed the Employee Contribution Dollar Limit.

If you determine that you have excess Employee Contributions for a calendar year:

- **Notify the Dartmouth Benefits Office**. Excess Employee Contributions reported by March 1st as adjusted for any allocable income or loss will be distributed to you by April 15th. You will receive a Form 1099-R in the following tax year reporting that excess contributions occurred in the prior year.
- **Double Taxation**. If you do not report excess Employee Contributions to the Dartmouth Benefits Office by March 1st, then your excess Employee Contributions are taxed twice.

  - *Pre-Tax Contributions*. Excess Employee Contributions that are Pre- Tax Contributions are taxed twice if not distributed by April 15th: Once for the tax year in which you make the excess Pre- Tax Contributions, and later when the excess Pre- Tax Contributions are withdrawn or distributed from SRA.

  - *Roth Contributions*. Excess Employee Contributions that are Roth Contributions are also taxed twice if not distributed by April 15th: Once for the tax year in which you make the excess Roth Contributions (because they are made on an after-tax basis), and later when the excess Roth Contributions (and allocable income) are withdrawn or distributed from the SRA. In other words, excess Roth Contributions are treated as Pre-Tax Contributions when withdrawn or distributed from the SRA.

To the extent that you have excess Employee Contributions as a result of contributions made to a plan not maintained by Dartmouth, Dartmouth is not liable for any tax obligation that you may have as the result of excess Employee Contributions to the SRA.

Employee Contributions During a Leave of Absence

Your Employee Contributions will continue or cease during a Leave of Absence ("Leave") as follows:

- **Leave With Pay**. During a Leave with full or partial pay, your Employee Contributions will continue to be made based on your Compensation then being paid by Dartmouth so long as you remain an Eligible Employee throughout such Leave. You may change or cancel your Salary Reduction Election at any time during your Leave.

- **Leave Without Pay**. During a Leave without pay, your Employee Contributions will cease. If you return as an Eligible Employee, your Employee Contributions would automatically recommence.

Rollover Contributions

You may roll over amounts from your previous employer's 403(b) plan, 401(k) plan and certain other retirement plans to the SRA. In order to do this, contact your previous employer for directions.

Want to make a Rollover Contribution to the Plan?

To obtain rollover forms, contact TIAA or Fidelity.

All Rollover Contributions to the SRA are subject to rules established by the Investment Companies. Generally, however, you may roll over all or a portion of an "eligible rollover distribution" from another retirement plan to the SRA so long as you have an Account in the SRA. An eligible rollover distribution is typically any cash distribution from a qualified retirement plan other than a lifetime annuity payment, a required minimum distribution, a distribution that is part of a fixed period payment of ten years or more, or a hardship withdrawal. You may elect to contribute all or any portion of an eligible rollover distribution by a "direct rollover" to the SRA or by a "60-day rollover" if you deposit all or any portion of an eligible rollover distribution with the Investment Companies within 60 days of your receipt of such distribution.

In most cases, the SRA will accept the following type of rollovers:

- **Pre-Tax Contributions**. An eligible rollover distribution of pre-tax contributions and any allocable earnings from an individual retirement account or annuity described in Section 408(a) or 408(b) of the Internal Revenue Code (IRA), a tax-deferred annuity contract described in Section 403(b) of the Internal Revenue Code, a qualified plan described in Section 401(a) or 403(a) Internal Revenue Code, or 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.

- **After-Tax Contributions (Non-Roth contributions)**. An eligible rollover distribution of after-tax contributions and any allocable earnings from a tax-deferred annuity contract described in Section 403(b) of the Internal Revenue Code or a qualified plan described in Section 401(a) or 403(a) of the Internal Revenue Code so long as (1) the rollover is accomplished by a direct rollover from the distributing employer plan to the SRA and (2) the distributing employer plan provides sufficient information for the Investment Companies to separately account for the portion of your eligible rollover distribution that is attributable to after-tax contributions and that portion which is attributable to earnings. The SRA cannot accept any rollovers of non-deductible contributions from an IRA.

- **Roth Contributions**. An eligible rollover distribution of Roth contributions (as defined in Section 402A) from a designated Roth account established under a tax-deferred annuity contract described in Section 403(b) of the Internal Revenue Code or a qualified plan described in Section 401(a) or 403(a) Internal Revenue Code subject to the following:

  - *Qualified Distributions*. A rollover of a qualified distribution if it is accomplished by a direct rollover from a distributing employer plan to the SRA. A qualified distribution is a distribution from a designated Roth account made after the Participant's attainment of age 59½ (or disability) and after the date the designated Roth account was in the distributing plan for a 5-year taxable period.

  - *Non-Qualified Distributions - Direct Rollover*. A rollover of a non-qualified distribution if it is accomplished by a direct rollover from a distributing employer plan to the SRA and the distributing employer plan provides sufficient information for the Investment Companies to identify (1) your basis in the amount rolled over and (2) the date on which your 5-taxable-year period began under the distributing employer plan. In such case, the 5-taxable-year period will include taxable years (and portions thereof) completed under the distributing employer plan.

  - *Non-Qualified Distributions - 60-Day Rollover*. A rollover of a non-qualified distribution if it is accomplished by a 60-day rollover and the amount rolled over is limited to that portion of the non-qualified distribution that is attributable to earnings. In such case, the 5-taxable-year period will not include taxable years (and portions thereof) completed under the distributing employer plan and your 5-taxable-year period with respect to your rollover will commence in the taxable year in which your rollover to the SRA occurs.

  The SRA cannot accept any rollovers from a Roth individual retirement account or annuity described in Section 408A of the Internal Revenue Code.

Additional Information Regarding Plan Contributions

Vesting of Plan Contributions

You are always fully and immediately vested in your Account. This means that all Plan Contributions as adjusted for earnings, losses, etc., belong to you and cannot be forfeited for any reason. However, the Plan Administrator retains the right to remove Plan Contributions and/or earnings from your Account that were allocated in error and you are responsible for any fees and charges that may be imposed directly to your Account or under your selected Investment Funds.

Plan Contribution Dollar Limit

To find out the Plan Contribution Dollar Limit in effect for a calendar year, go to:

https://dartgo.org/retirement_plans

Overall Dollar Limit on Plan Contributions. If you participate in the 403(b) Defined Contribution Retirement Plan for Dartmouth College Faculty and Staff, the total amount of your plan contributions under that plan and your Employee Contributions made to the SRA cannot exceed the contribution limit imposed by Section 415 of the Internal Revenue Code (the "Plan Contribution Dollar Limit") for each calendar year. The Plan Contribution Dollar Limit is in addition to the Employee Contribution Dollar Limit. Employee Contributions made under the age 50+ catch-up rule and Rollover Contributions as each are described in the *Employee Contributions* Section are not counted towards the Plan Contribution Dollar Limit. The Plan Contribution Dollar Limit is very high; the lesser of a dollar limit as adjusted from time to time for cost-of-living adjustments or 100% of your "includible compensation." Generally, includible compensation means your taxable Dartmouth wages for the year plus any Employee Contributions you make pursuant to the SRA or the 403(b) Defined Contribution Retirement Plan For Dartmouth College as well as any employee contribution you make to the Dartmouth welfare and fringe benefit plans such as health plans, flexible spending accounts and the qualified transportation plan.

Special Aggregation Rule for Outside Employment. If a company controlled by you (generally, if you own more than 50% of a company) makes contributions on your behalf to a tax-qualified defined contribution plan (*e.g.*, a profit-sharing plan, 401(k) plan, money purchase pension plan), your Employee Contributions to the SRA (and your employee contributions and employer contributions to the 403(b) Defined Contribution Retirement Plan For Dartmouth College) and amounts contributed to your company plan must be aggregated in determining whether you have exceeded the Plan Contribution Dollar Limit for a calendar year. Under tax laws, amounts in excess of the Plan Contribution Dollar Limit are treated as "excess contributions" under the SRA and must be included in your taxable income for the year in which the excess contributions were made. Excess contributions held in your Account will not jeopardize the tax-deferred status of your remaining Account ***if*** the Investment Companies separately account for your excess contributions. If the Investment Companies do not separately account for excess contributions for the year in which the excess contributions were made and each year thereafter, the IRS can treat your entire Account as taxable. Also, to the extent excess contributions are invested in mutual funds, you will be subject to a 6% excise tax on those excess contributions until the excess contributions along with allocable earnings are distributed. You should consult with your tax advisor to determine whether these special aggregation rules apply to you. It is also your responsibility to notify the Dartmouth Benefits Office if you have excess contributions for a calendar year.

Make-Up Employee Contributions Following Qualified Military Service

If you return to work following Qualified Military Service, you are eligible to contribute make-up Employee Contributions. The period during which you can contribute make-up Employee Contributions is equal to three (3) times the period of your Qualified Military Service, up to a maximum of five (5) years. For example, if your Qualified Military Service period was one year, you have three years following the date of your reemployment to contribute make-up Employee Contributions. The amount of your make-up Employee Contributions is subject to the Employee Contribution Dollar Limit(s) that applied during your Qualified Military Service. You may change, terminate, or resume your make-up Employee Contribution during the make-up period.

You must timely provide the Dartmouth Benefits Office with sufficient information prior to your military leave to establish that your leave from work is on account of Qualified Military Service. For further information regarding make-up Employee Contributions following Qualified Military Service, please contact the Dartmouth Benefits Office.

Investment Options

NOTE: This Section is not intended to provide information regarding the SRA's Investment Funds. Detailed information regarding the SRA's Investment Funds is provided through the SRA's investment fund disclosures described in *Investment Fund Disclosures* below. You will receive the SRA's investment fund disclosures, prior to making your initial investment fund selections and, at least annually thereafter. To access the SRA's investment fund disclosures at any time, visit the Dartmouth Benefits Office website at www.dartmouth.edu/~hrs/benefits.

Investment Funds

The SRA offers a variety of investment funds. It is important that you carefully choose your Investment Funds because the benefits payable from the SRA depend on the performance of the Investment Funds you choose over the years.

Current List of the SRA's Investment Funds:

Visit www.dartmouth.edu/~hrs/benefits.

You can also obtain Investment Funds performance information current to the most recent month-end from the Investment Companies:

- **TIAA**: By visiting TIAA.org/dartmouth or calling 800-842-2252, (Plan Number 100292).
- **Fidelity**: By visiting www.netbenefits.com/dartmouth or calling 800-343-0860, (Plan Number 89962).

Investment Fund Disclosures

Before you make your initial investment elections and, at least annually thereafter, you will receive both "plan-related information" and "investment-related information."

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 SRA and a current list of the SRA's Investment Funds.
- **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 the *Participant Loan Program* Section) or processing a Qualified Domestic Relations Order (see the *Distributions From Your Account* Section).

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, *e.g*., the TIAA Traditional Annuity, 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, *e.g*., the TIAA Traditional Annuity.
- **Internet Web Site Address**. Information on how to access additional or more current investment-related information online.

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 SRA.

Monitoring Your Investment Funds

It is important that you regularly review your Investment Funds to ensure that they continue to meet your personal investment objectives. You can monitor your Investment Funds by:

- **Contacting the Investment Companies**. You have 24/7 access to your Account information through the TIAA website at www.TIAA.org/dartmouth or during business hours by calling TIAA at 800-842-2252 and 24/7 access to your Account information through the Fidelity website at www.netbenefits.com/dartmouth or during business hours by calling Fidelity at 800-343-0860. Once you enroll in the SRA, the Investment Companies will provide information on how to access your Account information online. You will need to register and create a User ID as well as a password. If you have forgotten your User ID or password, you should contact TIAA or Fidelity by telephone.

- **Reviewing your Quarterly Benefit Statements**. The Investment Companies provide either by mail or email, quarterly benefit statements that show fund balances, a summary of transactions made during the quarter period and the number and value of the shares you own in each mutual fund. General information on diversifying the investment of your Account is also included on your quarterly statement.

- **Reviewing Your Annual Investment Fund Disclosures**. You will receive either by mail or, at your election, electronic delivery, annual disclosures of "plan-related information" and "investment-related information" described above.

- **Arranging a "One-on-One" Appointment**. You may also review your Investment Funds by arranging a "one-on-one" on-campus appointment with a TIAA or Fidelity representative.

Transferring Amounts Among Investment Funds

You may transfer your fund balances among the various Investment Funds at no charge. Transfers among Investment Funds may be subject to restrictions. If you wish to obtain further information regarding transfer restrictions, contact the Investment Companies.

Investing Your Account After Termination of Employment

Once you terminate employment or if you cease to actively participate in the SRA, your Account will remain invested in your selected Investment Funds. 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 its respective Investment Funds or, in the case, of amounts invested in the TIAA Traditional Annuity will continue to be credited with the same interest as they would have been had you continued employment with Dartmouth or continued active participation in the SRA. Keep in mind that you continue to have access to Account and Investment Fund information and the flexibility to make transfers among the Investment Funds in the same manner as described above.

Please note: The Plan is intended to be a plan described in Section 404(c) of ERISA. Under this ERISA provision, you are responsible for any investment losses or lack of investment gains that result from your investment decisions because you are permitted to choose your own Investment Funds. This means that fiduciaries of the SRA, including Dartmouth, are not liable if the value of your Account declines because of investment losses or fails to increase because of lack of gains based on your investment decisions. 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 your investment or financial advisor to assist you in making your investment decisions.

Participant Loan Program

You may obtain a loan from the SRA as long as you are an active employee. You may not request a loan following termination of employment from Dartmouth. The SRA participant loan program is administered by the Investment Companies.

You can obtain detailed information regarding the participant loan program and obtain the required forms, *e.g.*, spousal consent form if you are married, using the contact information to the right.

Your maximum loan amount is 50% of your balance up to a maximum of $50,000. If your Account is split between the Investment Companies, for purposes of computing your maximum loan amount, your balances are aggregated.

Contact Information:

To determine the amount you can borrow, the amount of your loan repayments, or to request a loan, you must contact the Investment Companies directly.

- **TIAA** by visiting www.TIAA.org/dartmouth or calling 800-842-2252.
- **Fidelity** by visiting www.netbenefits.com/dartmouth or calling 800-343-0860.

You may have up to three outstanding loans at one time and loan fees may apply.

Distributions From Your Account

Contact the Investment Companies
The Investment Companies administer all withdrawals and distributions from the SRA. You can request a withdrawal or distribution from **TIAA** by visiting www.TIAA.org/dartmouth or calling 800-842-2252 or from **Fidelity** by visiting www.netbenefits.com/dartmouth or calling 800-343-0860.

While You Are Employed by Dartmouth

You may withdraw from your Account while you are employed by Dartmouth to the extent permitted under terms of your Investment Funds as set forth below. Participant loans are also permitted, see the *Participant Loan Program* Section for further information.

- **Attainment of age 59½.** You may withdraw all or a portion of your Account at any time on or after attaining age 59½.
- **Upon Hardship.** You may withdraw all or portion of your Account upon hardship as described below.
- **Upon Qualified Military Service.** You may withdraw all or a portion of your Account if you are ordered or called to Qualified Military Service for a period in excess of 179 days or for an indefinite period; provided, that such withdrawal is made during the period beginning on the date of such order or call and ending at the close of such Qualified Military Service.

Except as provided above, you may not make withdrawals from your Account while employed by Dartmouth unless you have a contractual right under a specific Investment Fund to do so. If you wish to request a withdrawal, contact the Investment Companies to obtain a withdrawal application. In-service withdrawals are subject to federal income tax when you receive them and you may be subject to a 10 percent penalty tax if you are under age 59½. See *Tax Information* below for further information.

Hardship Withdrawals

You may request a hardship withdrawal from your Account.

General Requirements

Hardship withdrawals are administered by the Investment Companies in accordance with the "safe harbor" rules set forth in Treasury Regulations. The amount of your 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.

Immediate and Heavy Financial Need

The Investment Companies will approve a hardship withdrawal only on account of an "immediate and heavy financial need" arising from:

- Unreimbursed medical expenses for you, your spouse, a dependent, or a properly designated primary beneficiary;
- 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, a dependent, or a properly designated primary beneficiary;
- 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 spouse, a dependent, a properly designated primary beneficiary, or a deceased parent;
- 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 percent of adjusted gross income); or
- Such other expenses that the IRS may later define as giving rise to an immediate and heavy financial need.

For purposes of the above, a "primary beneficiary" means your named primary beneficiary for your Account.

After You Terminate Employment

After you terminate employment, you can commence distributions from your Account at any time. The value of your Account will depend on the amount of Plan Contributions you made to the SRA and the investment performance under the Investment Funds you selected. Once you decide to start receiving distributions, you have the flexibility to start distributions from the various Investment Funds on different dates and you can elect different forms of payment under the various Investment Funds as follows:

- **Different Benefit Commencement Dates**. If you have amounts invested in multiple Investment Funds, *e.g.*, the TIAA Traditional Annuity, a CREF Account, and various mutual funds, you can elect different benefit commencement dates for each Investment Fund. For example, you can elect that amounts invested in your mutual funds be distributed immediately following termination and defer distribution of amounts invested in the TIAA Traditional Annuity and the CREF Account.

- **Different Forms of Payment**. If you have amounts invested in multiple Investment Funds, *e.g.*, the TIAA Traditional Annuity, a CREF Account, and various mutual funds, you can also elect different forms of payment under each Investment Fund. In the case of the TIAA Traditional Annuity, the TIAA Real Estate Account, and CREF Accounts, however, you must have at least $10,000 for each form of payment. For example, assume you have $20,000 in the TIAA Traditional Annuity and $10,000 each in two CREF Accounts. You can elect up to three different forms of payment with spousal consent if applicable. Keep in mind that lump sum distributions may not be permitted from the TIAA Traditional Annuity. Also, if you elect to have amounts invested in mutual funds paid in the form of a lifetime annuity, you must transfer those amounts to the TIAA Traditional Annuity, the TIAA Real Estate Account, or to a CREF Account. For further information regarding the different forms of payment, see *Normal Form of Payment* and *Optional Forms of Payment* below.

Distributions are subject to federal income tax when you receive them and you may be subject to penalty tax if you are under age 59½. See *Tax Information* below for further information.

Starting Distributions

To start distributions from your Account, you must contact the Investment Companies.

The Investment Companies will send you (by mail or electronic delivery) a distribution packet that will include a distribution election form, detailed information about the available payment options, and tax information on distributions from the SRA.

Your distribution election form may require certification of your termination of employment by the Dartmouth Benefits Office. The Investment Companies will obtain this certification for you or you may obtain this certification either by mailing your completed distribution election form to the Dartmouth Benefits Office or by scheduling an appointment with the Benefit Office during business hours. You should submit your distribution election form to the Investment Companies at least a month before the date on which you want your distributions to begin.

Normal Form of Payment

Life Annuity Form of Payment

If you are not married on the date you commence distribution from an Investment Fund, the SRA is required to pay distributions in the form of a Single Life Annuity unless you waive the Single Life Annuity and elect an optional form of payment. Under a Single Life Annuity, monthly payments (or, in the case of small payments, quarterly, semi-annual, or annual payments) are made for your lifetime, and at your death, all payments stop.

If you are married on the date you commence distribution from an Investment Fund, the SRA is required to pay distributions in the form of a Qualified Joint and Survivor Annuity unless you and your spouse waive the Qualified Joint and Survivor Annuity and your spouse consents to an optional form of payment. Under a Qualified Joint and Survivor Annuity, monthly payments (or, in the case of small payments, quarterly, semi-annual, or annual payments) are made for your lifetime and, at your death if your spouse survives you, he or she will receive payments equal to 50 percent of your lifetime payment. After your surviving spouse dies, all payments stop. In addition, you may elect an annuity option that provides a larger monthly payment to your spouse, including but not limited to, a 75 percent or 100 percent survivor annuity option.

If you or your spouse ***do not*** waive the normal form of payment for amounts invested in an Investment Fund that does not provide distributions in the normal form of payment, you must transfer those amounts invested in such Investment Fund to the TIAA Traditional Annuity, the TIAA Real Estate Account, or to a CREF Account if you wish to commence distributions.

Amount of Annuity Payment

If you elect to have all or a portion of your Account paid in the form of lifetime annuity payments, the amount of your annuity payments will depend on a number of factors – the amount subject to the payment option, the annuity option elected, your age, and if applicable, your spouse or other co-annuitant's age at time payments commence.

Contact TIAA

The rules used to determine lifetime benefit payments under the different payment options are somewhat complex. Contact TIAA for details.

For example, the amount of your lifetime annuity payments will be greater under the Single Life Annuity Option versus a Survivor Annuity Option. This is because your payments under a Survivor Annuity Option are reduced to take into account that payments continue to your spouse or other Beneficiary after your death.

Also keep in mind that federal tax laws may limit the length of a guaranteed period or the amount of a survivor annuity if you name a co-annuitant who is not your spouse.

Optional Forms of Payment

When you terminate or retire from Dartmouth, you will be able to receive payment of your Account in the form of a life annuity (with or without a guaranteed payment period), a lump sum distribution, installment payments over a set period of time or any of the optional forms of payment offered by the Investment Companies. The optional forms of payment vary depending on the Investment Funds in which your Account is invested and are governed by the terms of the Investment Funds as well as federal tax laws. For example, the Required Minimum Distribution (RMD) Option enables you to comply automatically with the required minimum distribution rules and, as such, is a form of payment that can be elected once you attain age 70½ or retire, if later. Under the RMD Option, you will receive the minimum distribution that is required by federal tax law while preserving as much of your Account as possible. If you die while receiving payments under the RMD Option, your Beneficiary will receive the remaining portion(s) of your Account. This option may not be available for amounts invested in certain Investment Funds. For further information regarding the RMD Option, contact the Investment Companies. See *Required Minimum Distributions* below for further information including the 50 percent excise tax that may be imposed if you fail to take a required minimum distribution.

Electing an Optional Form of Payment

The election of an optional form of payment must be made during the 180-day period before distribution payments begin. If you are married when distributions begin and you wish to elect an optional payment form or a co-annuitant other than your spouse, your spouse must consent within the same 180-day period. The waiver also 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 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 provide a general consent that expressly permits you to choose an optional form of payment without his or her consent. Your spouse's consent is not required if you are legally separated unless a Qualified Domestic Relations Order (described below) 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 that you have no spouse or that he or she cannot be located.

Direct Rollovers

If you receive a distribution that is an "eligible rollover distribution," you may roll over all or a portion of it by a "direct rollover" to an IRA or other eligible retirement plan. An eligible rollover distribution, in general, is any cash distribution other than an annuity payment, a required minimum distribution, a payment that is part of a fixed period payment over ten or more years, or a hardship withdrawal. An eligible retirement plan depends on whether your eligible rollover distribution consists of Pre-Tax Contributions, Roth Contributions, or Rollover Contributions that include after-tax contributions other than Roth contributions (as defined in Section 402A) from the SRA's designated Roth account. An eligible retirement plan can be an individual retirement account or annuity (IRA) described in Section 408(a) or 408(b) of the Internal Revenue Code, including a Roth IRA described in Section 408A of the Internal Revenue Code, a tax-deferred annuity contract described in Section 403(b) of the Internal Revenue Code, a qualified plan described in Section 401(a) or 403(a) Internal Revenue Code, or an eligible plan described in Section 457(b) of the Internal Revenue Code.

An eligible rollover distribution may be subject to a mandatory federal income tax withholding rate of 20 percent *unless* it is rolled over directly to an IRA or other eligible retirement plan. For example, an eligible rollover distribution of Pre-Tax Contributions and any allocable earnings are subject to a mandatory federal income tax withholding rate of 20 percent unless rolled over directly to an IRA or other eligible retirement plan. If such eligible rollover distribution is paid to you, then 20 percent of the distribution must be withheld even if you intend to roll over the money into an IRA or other eligible retirement plan by a 60-day rollover. This means that, in order to roll over the entire distribution in a 60-day rollover to an IRA or other eligible retirement plan, you must use other funds to make up for the 20 percent withheld.

The information described above is not intended to give specific tax advice to you (or your Alternate Payee or Beneficiaries). A more detailed summary, *Special IRS Tax Notice Regarding Plan Payments*, contains more information and is available from the Investment Companies.

Required Minimum Distributions

The payment of your required minimum distributions is extremely important because the IRS can impose a 50 percent excise tax on the difference between your required minimum distribution amount due for a distribution calendar year and the amount that is actually distributed to you if it is less than the required minimum distribution amount.

Generally, distributions from your Account, including Roth Contributions and any applicable earnings held thereunder, must commence no later than your "Required Beginning Date," *i.e.*, 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 Dartmouth. The amount of your required minimum distribution for a "Distribution Calendar Year," *i.e.*, a calendar year for which a minimum distribution is required, depends on the value of your Account, the value of your account balances held under any other 403(b) plan, and whether you elect to have your required minimum distributions calculated over your life expectancy or the joint life expectancy of you and a designated Beneficiary. Note the following:

- You may satisfy the minimum distribution requirement by taking all or a portion of your required minimum distribution amount from the SRA or any other 403(b) plan in which you have an account balance so long as the distributions from all your account balances held in 403(b) plans for a Distribution Calendar Year equal your required minimum distribution.

- A different Required Beginning Date may apply to amounts contributed to certain TIAA Investment Funds prior to January 1, 1987 <u>if</u> such amounts were accounted for separately by TIAA. For further information regarding the special rules that apply to amounts accumulated prior to January 1, 1987, contact TIAA.

- Roth Contributions held in your Account are subject to the minimum distribution requirements. However, Roth IRAs are not subject to the minimum distribution requirements. If you roll over the Roth Contributions held in your Account to a Roth IRA prior to your attainment of age 70½, or, if later, the date you terminate employment from Dartmouth, you will not have to take required minimum distributions from your Roth IRA. Keep in mind that if you roll over your Roth Contributions to a new Roth IRA, the 5-year taxable period for the Roth IRA begins on the first day of the calendar year in which you roll over your Roth Contributions to the Roth IRA. In other words, even if you completed the 5-year taxable period while your Roth Contributions were held in your Account, the 5-year taxable period does not carry over to the Roth IRA. Alternatively, if you roll over your Roth Contributions to an established Roth IRA, the 5-year taxable period begins on the first day of the calendar year you made your first contribution to that Roth IRA and the same number of taxable periods that apply to your Roth IRA contributions will apply to the Roth Contributions that you roll over to that Roth IRA. The foregoing is not intended to give specific tax advice to you. Tax laws are complicated and they also affect different individuals in different ways. You are encouraged to consult a professional tax advisor regarding your tax situation.

You should keep the Investment Companies informed of your current mailing address. Dartmouth is not responsible for any excise taxes that may be imposed if you cannot be located at the time a required minimum distribution is due.

Qualified Domestic Relations Orders

The SRA 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 portion of your Account to the extent that the decree or order is a "Qualified Domestic Relations Order" or "QDRO". A decree or order is a QDRO if it is consistent with the terms and conditions of the SRA and the terms and conditions of 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. You or your attorney can obtain a description of the procedures for QDRO determinations ("QDRO Procedures") at no charge as set forth below. To request a determination as to whether a decree or order is a QDRO:

- **TIAA**. With respect to your Account invested with TIAA, you or your attorney can obtain a description of TIAA's QDRO Procedures as well as a model TIAA QDRO at no charge from the TIAA Web Center at https://www.tiaa.org/public/index.html or by calling 800-842-2776. You can request a QDRO determination by TIAA as follows:

  By Mail or Delivery: TIAA QDRO Department, P.O. Box 1259, Charlotte, NC 28201

  By Facsimile: 800-914-8922

  Currently, a fee to review whether an order is a QDRO does not apply. Should a fee apply in the future, the fee schedule, as revised from time to time, will be included in TIAA's QDRO Procedures.

- **Fidelity**. With respect to your Account invested with Fidelity, you or your attorney can obtain the SRA's QDRO Procedures at no charge from the Dartmouth Benefits Office. You can request a QDRO determination by Dartmouth as follows:

  By Mail or Delivery: Office of Human Resources, 6042, 7 Lebanon Street, Suite 203, Hanover, NH 03755

  By Facsimile: 603-646-1108

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 TIAA or, in the case of an Account of which all or a portion is invested with Fidelity, to the Dartmouth Benefits Office 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 your termination date. The process by which the amount awarded is paid to an Alternate Payee is determined by the Investment Companies, but not limited to, the issuance or establishment of separate contracts on behalf of the Alternate Payee.

Tax Information

Distributions from the SRA are subject to federal income tax when you receive them. Some of the rules that affect the taxation of your distributions are as follows:

- **Lump Sum Distributions**. The taxable portion of a lump sum distribution is subject to a mandatory federal income tax withholding rate of 20 percent 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 above for further information regarding direct rollovers. If you roll over all or a part of your lump sum distribution within 60 days, that portion will not be subject 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 percent withheld when you file your tax return for that year. You also may be required to pay an additional 10 percent tax penalty if your distribution is an early withdrawal as described below.

- **Annuity Income Payments**. Annuity payments are not subject to the mandatory 20 percent 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 distribution election form that must be completed when you start annuity payments.

- **Periodic Payments**. Periodic payments may or may not be subject to the mandatory 20 percent 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 withholding as described above. 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 withholding as described above.

- **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 percent penalty excise tax unless the distribution is made because:

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

The tax information described above is not intended to give specific tax advice to you (or your Alternate Payee or Beneficiaries). A more detailed summary, *Special IRS Tax Notice Regarding Plan Payments*, contains more information and is available from the Investment Companies. 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 the tax laws applicable to distributions from the SRA.

Death Benefits

Contact the Investment Companies
TIAA and Fidelity administer all death benefit payments from the SRA. You can request a withdrawal or distribution from **TIAA** by visiting www.TIAA.org/dartmouth or calling 800-842-2252 or from **Fidelity** by visiting www.netbenefits.com/dartmouth or calling 800-343-0860.

Amount of Death Benefit

If you die, the entire balance (or remaining balance) of your Account is payable as a death benefit. If you are not married on the date of your death, the entire balance of your Account will be paid to your designated beneficiary(ies). If you are married on the date of your death, at least 50 percent of your Account is payable to your spouse in the form of a Qualified Pre-Retirement Survivor Annuity (as described below) unless your spouse waives the Qualified Pre-Retirement Survivor Annuity or waives the Qualified Pre-Retirement Survivor Annuity and consents to a non-spouse beneficiary as described below.

Forms of Payments for Death Benefits

- **Qualified Pre-Retirement Survivor Annuity**. If you are married on the date of your death, the SRA is required to pay at least 50 percent of your death benefits in the form of a Qualified Pre-Retirement Survivor Annuity to your surviving spouse. 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. Your surviving spouse may waive the Qualified Pre-Retirement Survivor Annuity and elect an optional payment form. Alternatively, you may choose the form of payment to your spouse during your lifetime if you do so in a manner acceptable to the Investment Companies.

- **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. Alternatively, you may choose the form of payment to your Beneficiary during your lifetime if you do so in a manner acceptable to the Investment Companies. The optional payment forms available are similar to the optional payment options described in the *Distributions From Your Account* Section. For further information regarding distributions to Beneficiaries and available forms of payment, contact the Investment Companies. If your death benefits are paid in the form of an eligible rollover distribution, a surviving spouse and non-spouse Beneficiary may elect a direct rollover as described in the *Distributions From Your Account* Section. A non-spouse Beneficiary, however, may only elect a direct rollover to an individual retirement account or an individual retirement annuity described in Section 408(a) or Section 408(b) of the Internal Revenue Code, respectively, that will be treated as an inherited IRA pursuant to the provisions of Section 402(c)(11) of the Internal Revenue Code.

Designating your Beneficiary

*Beneficiary Design*ation 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.

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 percent of your death benefits. You can name anyone as your Beneficiary with respect to the remaining 50 percent of your death benefits. If you wish to designate a Beneficiary other than your spouse to receive more than 50 percent 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.***
- If your Account is invested with both TIAA and Fidelity, you must complete separate beneficiary designation forms for TIAA and Fidelity and may name different beneficiaries for that portion of your Account (subject to the spousal consent requirement).

Online submission of Beneficiary Designation Form

You are encouraged to complete your beneficiary designation form online through the TIAA and Fidelity websites. Navigation instructions are available on the Dartmouth Benefits Office website.

To designate a Beneficiary, you can complete your beneficiary designation form online through the Investment Companies' websites. If you are married and designate a Beneficiary other than your spouse to receive more than 50 percent of your death benefits, your beneficiary designation is not complete (or effective) until you mail a signed and notarized spousal consent form to the Investment Companies at the address below:

- **TIAA**: P.O. Box 1268, Charlotte, N.C. 28201-1268
- **Fidelity**: P.O. Box 770002, Cincinnati, OH 45277-0090

If you do not wish to complete your beneficiary designation form online, you may print a paper copy from the Investment Companies' websites or you may request a paper copy by calling the Investment Companies. You must mail a completed and signed beneficiary designation form and, if applicable, notarized spousal consent form to the Investment Companies at the addresses above.

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:

A Beneficiary Designation is not effective until a complete Beneficiary Designation Form and, if required, Spousal Consent Form, is received by TIAA and Fidelity.

- If you are not married on the date of your death and a beneficiary designation form is not on file with the Investment Companies on the date of your death or your designated Beneficiary does not survive you, 100 percent of your death benefits, if any, generally will be paid to your estate.

- If you are married on the date of your death and a beneficiary designation form is not on file with the Investment Companies on the date of your death or your designated Beneficiary does not survive you, 100 percent 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 designating that 100 percent of your death benefits be paid to a non-spouse Beneficiary but failed to file a completed spousal consent form prior to your death, 50 percent of your death benefits will be paid to your designated non-spouse Beneficiary but the remaining 50 percent 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 percent 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 Investment Companies.

Designation of Non-Spouse Beneficiary

If you are married and you wish to designate a Beneficiary other than your spouse for more than 50 percent of your death benefits, the following rules apply:

Designation Prior to Age 35

You may designate a non-spouse Beneficiary with spousal consent at any time, but if you designate a non-spouse Beneficiary with respect to more than 50 percent 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 beginning on the first day of the Plan Year in which you attain age 35. If you wish a non-spouse Beneficiary to continue to receive more than 50 percent of your death benefits, you must again designate a non-spouse Beneficiary on or after the first day of the Plan Year in which you attain age 35. Otherwise, the designation will only be effective with respect to amounts that are not required to be paid to your spouse. If you terminate employment with Dartmouth prior to the first day of the Plan Year in which you will attain age 35, a designation of non-spouse Beneficiary with spousal consent on or after your termination date will remain effective unless you change your Beneficiary. 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 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, a new consent is necessary unless your spouse gave his or her express consent of your right to designate a new one without further spousal consent. Your spouse's consent is not required if you are legally separated unless a Qualified Domestic Relations Order requires otherwise or if you have been abandoned (within the meaning of local law) and you have a court order to such effect. See the *Distributions From Your Account* Section, for further information regarding Qualified Domestic Relations Orders. Spousal consent is also not required if you can establish that you have no spouse or that he or she cannot be located.

Required Minimum Distributions

The payment of required minimum distributions to your Beneficiary is extremely important because federal tax laws impose a 50 percent 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.

- General Rule:

  - If you die after your Required Beginning Date, *i.e.*, April 1 of the calendar year following the calendar year in which you attain age 70½ or, if later, April 1 following the calendar year in which you terminate employment with Dartmouth, your Beneficiary must begin receiving required minimum distributions from the SRA commencing with the calendar year following the calendar year of your death. The amount of the required minimum distribution is based on the value of your Account, the value of your account balances held under any other 403(b) plan of which your Beneficiary is also the beneficiary, and your Beneficiary's life expectancy or, if longer, your life expectancy had you continued to live.

  - If you die prior to your Required Beginning Date, your Beneficiary must begin receiving required minimum distributions from the SRA commencing with the calendar year following the calendar year of your death. If your Beneficiary is your spouse, required minimum distributions can be deferred until the calendar year in which you would have attained age 70½ had you continued to live. The amount of the required minimum distribution is based on the value of your Account, the value of your account balances held under any other 403(b) plan of which your Beneficiary is also the beneficiary, and your Beneficiary's life expectancy.

- Special Rules:

  - Your Beneficiary may elect that the entire value of your Account be distributed by the end of the calendar year which contains the fifth anniversary of your death instead of commencing required minimum distributions with the calendar year following the calendar year of your death. The 5-year election must be made by your Beneficiary by the end of the calendar year following the calendar year of your death or such earlier date as established by the Investment Companies.

  - Your Beneficiary may satisfy the minimum distribution requirement by taking his or her required minimum distribution from the SRA or any other 403(b) plan in which you have an account balance of which your Beneficiary is also the beneficiary so long as the distributions from all account balances held in 403(b) plans of which your Beneficiary is also the beneficiary for a Distribution Calendar Year equals his or her required minimum distribution.

- A different Required Beginning Date may apply to amounts contributed to certain TIAA Investment Funds prior to January 1, 1987 if such amounts were accounted for separately accounted by TIAA. For further information regarding the special rules that apply to amounts accumulated prior to January 1, 1987, contact TIAA.

The Investment Companies will notify your Beneficiary of the minimum distribution requirements at the time he or she notifies them of your death. If your Beneficiary fails to timely notify the Investment Companies of your death, Dartmouth is not responsible for any excise taxes that may be imposed if your Account is not distributed timely.

Claims and Appeals Procedures

Claims Procedures

If all or part of your claim for benefits (or a claim by your Beneficiary or Alternate Payee under a Qualified Domestic Relations Order) is denied under the SRA, the Plan Administrator (or, if so designated by the Plan Administrator, the Investment Companies) will send you (or your Beneficiary or Alternate Payee under a Qualified Domestic Relations Order) or an authorized representative a written or electronic explanation of denial setting forth (1) the specific reasons for the denial, (2) references to the SRA's provisions upon which the denial is based, (3) a description of any missing information or material necessary to process your claim (together with an explanation why such material or information is necessary), (4) an explanation of the appeals procedures for the SRA, and (5) a statement of your right to bring a civil action under Section 502(a) of ERISA if your claim is denied upon appeal.

An explanation of denial will be sent within 90 days following receipt of your benefit claim by the claim administrator unless the claim administrator determines 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 will 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 will the period of the extension exceed 90 days from the end of the initial 90-day period.

Appeals Procedures

If your claim for benefits is denied and you (or your Beneficiary or Alternate Payee under a Qualified Domestic Relations Order) or an authorized representative wish to appeal the denial of your claim, you must submit a written appeal to the Plan Administrator, in care of the Dartmouth Benefits Office, <u>within 60 days</u> after you receive the denial notice. You must exhaust the appeal procedures under the SRA prior to seeking any other form of relief. Under the SRA's appeals procedures:

- You may include written comments, documents, records and other information relating to your claim.
- You may review all pertinent documents and, upon request, will 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 your appeal within 60 days following its receipt and all necessary documents and information 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 will 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 will 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 will set forth (1) the specific reasons for the denial, (2) references to the SRA's 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.

Any decision of the Plan Administrator (or its delegate) made hereunder is final, conclusive and binding upon you, the SRA and Dartmouth, and the Dartmouth Benefits Office will take appropriate action to carry out such decision.

Bar on Civil Action

You (or your Beneficiary or Alternate Payee under a Qualified Domestic Relations Order) may not commence a civil action pursuant to Section 502(a)(1) of ERISA with respect to a benefit under the SRA after the earlier of:

- Three (3) years after the occurrence of the facts or circumstances that give rise to, or form the basis for, such action; or
- One (1) year from the date you 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.

Other Plan Information

Plan Administrator

The Plan Administrator is the Dartmouth College Retirement Plan Governance Committee. The Dartmouth College Retirement Plan Governance Committee has the discretionary power and authority to determine all questions relating to the administration of the SRA, including, but not limited to, questions relating to eligibility to participate, reconciling any question or dispute arising under the SRA, and interpreting the plan document. Any determinations made by the Dartmouth College Retirement Plan Governance Committee is final and binding.

Funding of SRA

The SRA is funded solely by Employee Contributions. Employee Contributions are held in one or more annuity contracts or one or more custodial accounts that are intended to satisfy the requirements of Section 403(b) of the Internal Revenue Code. The annuity contracts and custodial accounts are issued or established by the Investment Companies.

Amendment and Termination of the SRA

Dartmouth has reserved the right to terminate the SRA or to amend the SRA under circumstances that Dartmouth deems advisable (including, but not limited to, cost or plan design considerations). Current participation in the SRA 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 will remain in effect, and changes will be prospective, except to the extent that Dartmouth or applicable law provides otherwise. Dartmouth also has reserved the right to close or cease future Plan Contributions to an Investment Fund or to add or eliminate an Investment Fund.

Creditor Claims

By law, no one other than you and your Beneficiary have any claims to the benefits payable under the SRA. This means that you cannot assign or pledge your benefits to any creditor or other person, and a third party's claims for SRA benefits payable to you are ineffective. There is an exception to this rule. The SRA will comply with a Qualified Domestic Relations Order that directs the SRA to pay all or a portion of your Account to a spouse, former spouse, and/or for child support. See the ***Distributions From Your Account*** Section for further information.

Pension Benefit Guaranty Corporation (PBGC)

Benefits under the SRA are not insured by the PBGC. The PBGC is the government agency that guarantees certain types of benefits under certain type of plans.

Your ERISA Rights

You are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that you are entitled to:

Receive Information about the SRA and Benefits

As a Participant, you are entitled to receive the following information about the SRA and your benefits:

- Examine, without charge, at the Dartmouth Benefits Office, all documents governing the SRA, including insurance contracts and collective bargaining agreements, and a copy of the latest annual reports (Form 5500 Series) filed by the SRA with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.
- Obtain, upon written request to the Dartmouth Benefits Office, copies of documents governing the operation of the SRA, including annuity contracts or custodial account agreements, and copies of the latest annual reports (Form 5500 Series) and updated Summary Plan Description. The Dartmouth Benefits Office may make a reasonable charge for the copies.
- Receive a summary of the SRA's annual report. The Plan Administrator is required by law to furnish each Participant with a copy of the summary annual report.
- Obtain statements reflecting the value of your total Account held on your behalf under the SRA which is the current amount available to you at normal retirement age if you do not commence benefit payments sooner. These statements must be requested in writing and is not required to be given more than once every twelve (12) months. The Plan Administrator must provide the statement free of charge.

Prudent Actions by Plan Fiduciaries

In addition to creating rights for Participants of the SRA, ERISA imposes duties upon the Dartmouth College Retirement Plan Governance Committee because it is responsible for the operation of the SRA. The members of the Dartmouth College Retirement Plan Governance Committee, called "fiduciaries" of the SRA, have a duty to do so prudently and in the interest of you and other Participants of the SRA and their Beneficiaries. No one, including Dartmouth, the Plan Administrator, 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.

Enforce Your Rights

If your claim for a 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 reports from the Dartmouth Benefits Office and do not receive them within 30 days, you may file suit in a Federal court. In such a case, the court may require Dartmouth 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 Dartmouth Benefits Office. 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 Administrator's (or its delegate's) decision or lack thereof concerning the qualified status of a domestic relations order, you may file suit in Federal court. If it should happen that the SRA's fiduciaries misuse the SRA'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.

Assistance with Your Questions

If you have any questions about your ERISA rights under the SRA, you can contact the Dartmouth Benefits Office. You can also contact the Employee Benefits Security Administration, U.S. Department of Labor 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. If you wish to contact the Employee Benefits Security Administration, U.S. Department of Labor, contact its nearest office 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 References

Name of Plan:	Supplemental Retirement Accounts for All Employees of Dartmouth College
Plan Number:	003 When requesting additional information about the SRA from the Department of Labor, refer to the above plan number.
Employer:	Dartmouth College c/o Dartmouth Benefits Office Hinman Box 6042 7 Lebanon Street, Suite 203 Hanover, NH 03755 603-646-3588 Email: human.resources.benefits@dartmouth.edu Employer Identification Number: 02-0222111
Plan Administrator	Dartmouth College Retirement Plan Governance Committee c/o Dartmouth Benefits Office Hinman Box 6042 7 Lebanon Street, Suite 203 Hanover, NH 03755 603-646-3588 Email: human.resources.benefits@dartmouth.edu
Investment Companies:	TIAA 730 Third Avenue New York, NY 10017 800-842-2776 www.tiaa.org Fidelity Investments, Inc. P.O. Box 770001 Cincinnati, OH 45277-0003 800-343-0860 www.fidelity.com
Agent for Service of Legal Process:	Dartmouth College c/o Office of the General Counsel Hinman Box 6002 63 South Main St.; Suite 301 Hanover, NH 03755 603-646-2444 Email: Office.of.General.Counsel@dartmouth.edu

	Legal process may also be served on the Investment Companies.
Plan Year:	January 1 through December 31
	The SRA's accounting records are maintained on the basis of the Plan Year.

Revised March 2023

Fee Disclosure Notice

Supplemental Retirement Accounts for All Employees of Dartmouth College (SRA)

401(a) Defined Contribution Retirement Plan for Dartmouth College Faculty and Staff (401(a) Plan)

We are required by law to provide you with information about the fees that are charged to the SRA and 401(a) Plan, including recordkeeping, transaction, and investment fund fees. You may also find this notice under each plan at Retirement Plans webpage.

DARTMOUTH COLLEGE
OFFICE OF HUMAN RESOURCES
7 LEBANON STREET, SUITE 203
HANOVER, NH 03755

May 22, 2026

Dear Participant:

This Fee Disclosure is provided to help you understand plan fees and expenses - an important part of managing your investments as you save for or draw income in retirement. In accordance with Department of Labor regulations, this notice details the fees and expenses related to the plan and its investment options. The notice is organized into two sections:

Section I: Summary of Plan Services and Costs which provides information about administrative fees, individual transaction expenses, and your right to direct how your contributions are invested at each investment provider available under the plan. As of January 1, 2025, the quarterly administrative fee for accounts at Fidelity is $12.75 and $11.25 for accounts at TIAA.

Section II: Investment Options Comparative Chart that provides information about your plan's available investment options including their respective performance and expenses.

You are not required to take action at this time. This notice is provided to you as a reference and will be sent to you annually. It is also available to you at any time on www.dartgo.org/retirement.

For additional information about your account and the investment options under the plan, contact your investment provider:

Fidelity at www.netbenefits.com/dartmouth or via phone at 800-343-0860.
TIAA at www.tiaa.org/dartmouth or 800-842-2252.

Plan and Investment Notice

DARTMOUTH COLLEGE 401(A) DEFINED CONTRIBUTION RETIREMENT PLAN

May 22, 2026

Your participation in your employer's retirement plan is the first step to ensuring adequate retirement income. The purpose of this Plan and Investment Notice is to help you make informed decisions when managing your retirement account. It contains important information regarding your plan's services, investments and expenses. **While no action is required at this time**, please review the notice and file it with your other retirement plan documents for future reference.

Section I: Summary of Plan Services and Costs

This section provides important information to assist you in making decisions related to your participation in your employer's plan. It outlines the services available under this plan, explains your right to select the investments for your account, and any fees and plan restrictions that may apply.

Section II: Investment Options Comparative Chart

This section is designed to make it easier for you to compare investments that align with your retirement goals. It provides detailed information about your plan'sinvestment options, including long-term performance and expenses.

SECTION I

Summary of Plan Services and Costs

Multiple providers have been selected to offer retirement services and investment options to employees in the plan. There are costs associated with these services and investments, some of which may be paid by you. In addition to explaining how to direct your investments, this section details the administrative and individual expenses associated with your plan.
The information issorted by service provider to make it easier to compare. Your plan offers a range of investment options and services from the following providers:

TIAA
Fidelity

TIAA

RIGHT TO DIRECT INVESTMENTS

You may specify how your future contributions to the retirement plan are invested or make changes to existing investments in your plan as described in the Summary Plan Document. These changes can be made:

1. Online by visiting **TIAA.org**
2. By phone at **800 842-2252**, weekdays, 8 a.m. to 10 p.m. (ET)

RESTRICTIONS

Changes to existing investments usually take place at the close of the business day if a change is requested prior to 4:00 p.m. (ET). Refer to Section ll: Investment Options Comparative Chart for investment-specific restrictions.

ADDITIONAL RIGHTS AND PRIVILEGES

Certain investments that you may hold may give you the opportunity to vote on proposals. If and when such opportunities arise, you will receive a notice with instructions on how to take advantage of what is being offered.

INVESTMENT OPTIONS

A variety of investment options are available in the plan. Please refer to Section II: Investment Options Comparative Chart for a current list of investment options available to you. Additional information, as well as up-to-date investment performance, is available online at www.TIAA.org/planinvestmentoptions. After entering your plan ID, 100290, you will be directed to plan and investment information.

SELF-DIRECTED BROKERAGE

A TIAA Brokerage Service is available that permits you to use investments that have not been selected for your plan and are not monitored. This service permits you to use a wide variety of investments but you are expected to prudently select and monitor any investments that you make through the brokerage service. This means that you must have the skill and experience or use an independent expert to advise you. Depending upon your plan's characteristics, investments available within the brokerage service may or may not include mutual funds, equities, bonds and certificate of deposits (403(b) plans are limited to mutual funds). Generally, there are fees associated with investment transactions (purchasing or selling), as well as minimum transaction amount requirements. Before purchasing or selling an investment you should understand any applicable fees, including fees that will be associated with your transaction such as commissions or other charges for purchasing and selling the investment. To request a transaction, and to learn more about the brokerage service including fees call 800-927-3059 or
visit https://www.tiaa.org/public/pdf/forms/SDA_Customer_Account_Agreement.pdf.

COST OF PLAN SERVICES

There are three categories of services provided to your plan:

1. GENERAL ADMINISTRATIVE SERVICES

General administrative services include recordkeeping, legal, accounting, consulting, investment advisory and other plan administration services. Some of the expenses for general administrative services are fixed and other expenses such as legal or accounting may vary from year to year. These costs are allocated to each participant in a uniform way.

An annual TIAA Plan Servicing Fee of $45.00 is assessed if you maintain a Retirement Choice and/or Retirement Choice Plus account. The fee is deducted proportionally from each investment in your account quarterly and identified as "TIAA Plan Servicing Fee" on your statements.

In some cases, other investment providers may pay a portion of an investment's expense ratio to TIAA, your plan's record keeper, to help offset the cost of plan administration.

This practice is called "revenue sharing." If you have investments that revenue share, you'll receive a credit in the amount of the investment's revenue share based on your average daily balance. This will be identified as "TIAA Plan Servicing Credit" on your statements.

If you do not maintain a Retirement Choice and/or Retirement Choice Plus account and therefore no TIAA Plan Servicing Fee was assessed, your investment revenue share credit will be reduced by the amount of the fee in order to cover plan administrative services expenses. Please refer to Section II: Investment Options Comparative Chart of the Plan and Investment Notice for investment credit details.

2. SPECIFIC INVESTMENT SERVICES

Each investment offered within the plan charges a fee for managing the investment and for associated services. This is referred to as the expense ratio and is paid by all participants in that investment in proportion to the amount of their investment. The specific expense ratio for each investment option is listed in Section II: Investment Options Comparative Chart.

3. PERSONALIZED SERVICES

Personalized services provide access to a number of plan features and investments that you pay for, only if you use them. The personalized services used most often are:

Brokerage	Certain charges may apply. Please review the Customer Account Agreement provided in the Self-Directed Brokerage section of this document. Your plan may limit the eligible investments within the self-directed brokerage account. This applies to plan(s): 100290
Qualified Domestic Relations Orders (QDRO)	No charge
Sales Charges, Purchase, Withdrawal And Redemption Fees For Certain Investments	Certain charges may apply. See Section II: Investment Options Comparative Chart or the prospectus for applicable charges.

FIDELITY

RIGHT TO DIRECT INVESTMENTS

You have the right to direct your account balance, and any future contributions, among the Plans' investment options, subject to any restrictions. Your rights under the Plan, and any restrictions, are subject to the terms of the Plan.
Changes can be made:

1. Online by visiting www.netbenefits.com/dartmouth
2. By phone at 800-343-0860, available Monday - Friday 8:00 am to midnight (ET)

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

RESTRICTIONS

Frequent trading in investment options subject to such restrictions will result in the limitation or prohibition of additional purchases (other than contributions and loan repayments) for 85 calendar days or a 12 month period. Refer to the fund's prospectus for further details. Keep in mind, restrictions are subject to change.

ADDITIONAL RIGHTS AND PRIVILEGES

You have the right to exercise voting, tender, and similar rights related to the following investments you may have in your Plan account: Mutual Funds

INVESTMENT OPTIONS

A variety of investment options are available in the Plan. Please refer to Section II: Investment Options Comparative Chart for a current list of investment options available to you. Additional information, as well as up-to-date investment performance is available online at www.netbenefits.com/dartmouth.

COST OF PLAN SERVICES - GENERAL ADMINISTRATIVE SERVICES

Fidelity assesses an annual administrative fee of $51. Each quarter, $12.75 will be deducted from your account to cover this fee.

COST OF PLAN SERVICES - SPECIFIC INVESTMENT SERVICES

Asset-based fees reflect an investment option's total annual operating expense and include management and other fees. They are often the largest component of retirement plan costs and are paid by all shareholders of the investment option.

Typically, asset-based fees are reflected as a percentage of assets invested in the option and often are referred to as an expense ratio. You may multiply the expense ratio by your balance in the investment option to estimate the annual expenses associated with your holdings. Refer to Section II: Investment Options Comparative Chart for information about the Plans' investment options, including their expense ratios (where applicable). Asset-based fees are deducted from an investment option's assets, thereby reducing its investment return.

Fee levels can vary widely among investment options, depending in part on the type of investment option, its management (including whether it is active or passive), and the risks and complexities of the option's strategy. There is not necessarily a correlation between fees and investment performance, and fees are just one component to consider when determining which investment options are right for you.

COST OF PLAN SERVICES - PERSONALIZED SERVICES

Individual fees and expenses include those associated with a service or transaction that an individual may select. In some instances, they may be deducted from the accounts of those individuals who utilize the service or engage in the transaction. If you have an account in the Plan and you select or execute the following service(s) or transaction(s), the fee(s) outlined below may be deducted from your account based on the information and direction Fidelity had on file at the time this brochure was prepared.

As you review this information, please keep in mind that fees are subject to change and that certain individual fees may not be deducted in some circumstances.

Type of Individual Fee Amount: Loan fees include $50 to establish the loan and $6.25 each quarter there is an outstanding balance. Withdrawal and distribution fees: $25/transaction. Return of excess contributions/deferrals: $25/transaction. Mailing documents/checks via overnight service: $25. Minimum Required Distributions: $25.

Also please note that you may incur expenses in connection with transactions associated with your Plan's investment options. Please see Section II: Investment Options Comparative Chart for details regarding the specific fees that may apply to the investment options available under the Plan. If any individual fees are actually deducted from your account, they will be reflected on your Plan account statement.

SECTION II

Investment Options Comparative Chart

Your plan offers a variety of professionally managed investments. One of the benefits of the plan is that you get to decide how your contributions are invested. When making investment decisions, you should keep in mind how long you have until retirement, your tolerance for risk, how this retirement plan fits into your overall financial picture, and the impact of fees. The information on the following pages will help you compare the investment options and make more informed decisions about your retirement plan.

Part A – Performance and Fee Information

Part A consists of performance and fee information for your plan's investment options. It shows you how well the investments have performed in the past as well as any fees and expenses you will pay if you invest in a particular option.

For more information on the impact of fees and expenses associated with your plan, refer to Section I: Summary of Plan Services and Costs or visit the DOL's website at www.dol.gov/sites/default/files/ebsa/about-ebsa/our-activities/resource-center/publications/a-look-at-401k-plan-fees.pdf. Fees are only one of many factors to consider when making an investment decision.

Part B– Annuity Income Information

Part B contains information about the annuity options available within your employer's retirement plan.

Part A. Performance and Fee Information

The following chart(s) list(s) your plan's investment options whose value may change based on market fluctuations. When evaluating performance of your variable investment options, you should consider comparing the returns of each investment to an appropriate benchmark, which is included in the chart. A benchmark is a generally accepted unmanaged group of securities whose performance is used as a standard point of reference to measure and compare investment gains or losses for variable return investments. Keep in mind that you may not invest in the benchmark indexes which are shown for comparative purposes only. For investments that use a blend of stocks and bonds to limit risk, such as Target Date or Multi-Asset funds, a difference from the benchmark may be due to a difference in the proportion of stocks to bonds in the fund when compared to the benchmark. Benchmark information for fixed-return investments is not provided in this chart. Past performance does not indicate how an investment will perform in the future.

TIAA

For the most up-to-date information about your investment options, prospectuses for available TIAA investments and other helpful resources, visit www.TIAA.org/planinvestmentoptions. After entering your plan ID, 100290, you'll be directed to plan and investment information.

Visit **tiaa.org** for information and resources to help you make informed decisions. To request additional plan information or a paper copy of information available online, free of charge, contact TIAA at 800 842-2252 or write to us at TIAA, P.O. Box 1259 , Charlotte, NC, 28201.

Table 1 – Variable Return Investment Performance as of March 31, 2026

				Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per $1000)		
Investment Name / *Benchmark*	**Morningstar Category**	**Ticker Symbol**	**Inception Date**	**1 Yr.**	**5 Yr.**	**10 Yr. or Since fund Inception if less than 10 years**	**Gross**	**Net**	**Shareholder Fees & Restrictions**
Equities									
Mutual Fund									
Vanguard Institutional Total International Stock Market Index Trust D	Foreign Large Blend	VTID#	08/26/2024	27.60%	-	17.09%	0.05% $0.50	0.05% $0.50	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
FTSE Global All Cap ex US TR USD				25.86%					
Vanguard FTSE Social Index Fund Institutional	Large Blend	VFTNX	01/14/2003	15.68%	10.76%	14.36%	0.03% $0.30	0.03% $0.30	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Dow Jones US Total Stock Market TR USD				18.14%	10.76%	13.64%			
Vanguard Institutional 500 Index Trust D	Large Blend	VFID#	08/16/2024	17.78%	-	11.90%	0.01% $0.10	0.01% $0.10	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
S&P 500 TR USD				17.80%					
Vanguard Institutional Total Stock Market Index Trust D	Large Blend	VTSD#	08/26/2024	18.21%	-	11.25%	0.01% $0.10	0.01% $0.10	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
CRSP US Total Market TR USD				18.21%					

Investment Name / *Benchmark*	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark 1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Total Annual Operating Expenses (%/Per $1000) Gross	Net	Shareholder Fees & Restrictions
Vanguard Growth Index Fund Institutional	Large Growth	VIGIX	05/14/1998	18.27%	11.81%	16.13%	0.03% $0.30	0.03% $0.30	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Dow Jones US Total Stock Market TR USD				18.14%	10.76%	13.64%			
Vanguard Value Index Fund Institutional	Large Value	VIVIX	07/02/1998	16.06%	10.99%	11.86%	0.03% $0.30	0.03% $0.30	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Dow Jones US Total Stock Market TR USD				18.14%	10.76%	13.64%			
Vanguard Mid-Cap Index Fund Institutional	Mid-Cap Blend	VMCIX	05/21/1998	12.76%	6.98%	10.72%	0.03% $0.30	0.03% $0.30	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Dow Jones US Total Stock Market TR USD				18.14%	10.76%	13.64%			
Vanguard Small-Cap Index Fund Institutional	Small Blend	VSCIX	07/07/1997	19.74%	5.68%	10.54%	0.03% $0.30	0.03% $0.30	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Dow Jones US Total Stock Market TR USD				18.14%	10.76%	13.64%			
Vanguard Small-Cap Growth Index Fund Institutional	Small Growth	VSGIX	05/24/2000	20.72%	2.57%	10.51%	0.05% $0.50	0.05% $0.50	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Dow Jones US Total Stock Market TR USD				18.14%	10.76%	13.64%			
Vanguard Small-Cap Value Index Fund Institutional	Small Value	VSIIX	12/07/1999	18.95%	7.85%	10.12%	0.05% $0.50	0.05% $0.50	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Dow Jones US Total Stock Market TR USD				18.14%	10.76%	13.64%			
Variable Annuity									
CREF Global Equities Account R3	Global Large-Stock Blend	QCGLIX	05/01/1992	22.10%	9.84%	11.79%	0.24% $2.40	0.24% $2.40	Contributions and transfers in not allowed. An annual plan servicing credit of up to 0.10% may be credited on a quarterly basis. Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
MSCI ACWI NR USD				20.01%	9.49%	11.33%			

Investment Name / *Benchmark*	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark 1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Total Annual Operating Expenses (%/Per $1000) Gross	Net	Shareholder Fees & Restrictions
CREF Total Global Stock Account R3	Global Large-Stock Blend	QCSTIX	07/31/1952	21.41%	9.33%	11.66%	0.26% $2.60	0.26% $2.60	Contributions and transfers in not allowed. An annual plan servicing credit of up to 0.10% may be credited on a quarterly basis. Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
CREF Stock Account Composite Index				20.74%	9.62%	12.09%			
CREF S&P 500 Index Account R3	Large Blend	QCEQIX	04/29/1994	17.59%	10.65%	13.49%	0.17% $1.70	0.17% $1.70	Contributions and transfers in not allowed. An annual plan servicing credit of up to 0.10% may be credited on a quarterly basis. Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
Russell 3000 TR USD				18.09%	10.87%	13.72%			
CREF Growth Account R3	Large Growth	QCGRIX	04/29/1994	18.92%	10.33%	15.27%	0.21% $2.10	0.21% $2.10	Contributions and transfers in not allowed. An annual plan servicing credit of up to 0.10% may be credited on a quarterly basis. Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
Russell 1000 Growth TR USD				18.81%	12.76%	16.83%			
Fixed Income									
Mutual Fund									
Vanguard Inflation-Protected Securities Fund Institutional	Inflation-Protected Bond	VIPIX	12/12/2003	2.99%	1.41%	2.58%	0.07% $0.70	0.07% $0.70	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Bloomberg US Aggregate Bond TR USD				4.35%	0.31%	1.70%			
Vanguard Institutional Total Bond Market Index Trust D	Intermediate Core Bond	VTBM#	08/16/2024	4.34%	-	3.37%	0.02% $0.20	0.02% $0.20	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Bloomberg US Aggregate Float Adjusted TR USD				4.26%					
PGIM Total Return Bond Fund CIT LP	Intermediate Core-Plus Bond	PRLP#	08/21/2020	4.99%	0.99%	0.28%	0.18% $1.80	0.18% $1.80	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Bloomberg US Aggregate Bond TR USD				4.35%	0.31%				
Variable Annuity									

Investment Name / *Benchmark*	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark 1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Total Annual Operating Expenses (%/Per $1000) Gross	Net	Shareholder Fees & Restrictions
CREF Inflation-Linked Bond Account R3	Inflation-Protected Bond	QCILIX	05/01/1997	3.98%	2.88%	3.01%	0.19% $1.90	0.19% $1.90	Contributions and transfers in not allowed. An annual plan servicing credit of up to 0.10% may be credited on a quarterly basis. Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
Bloomberg US Treasury Inflation Notes 1-10 Yr TR USD				3.97%	2.63%	3.02%			
CREF Core Bond Account R3	Intermediate Core Bond	QCBMIX	03/01/1990	4.64%	0.69%	2.12%	0.23% $2.30	0.23% $2.30	Contributions and transfers in not allowed. An annual plan servicing credit of up to 0.10% may be credited on a quarterly basis. Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
Bloomberg US Aggregate Bond TR USD				4.35%	0.31%	1.70%			
Money Market									
Mutual Fund									
Vanguard Federal Money Market Fund Investor 7-day current annualized yield 3.58% as of 03/31/2026 7-day effective annualized yield 3.58% as of 03/31/2026	Money Market-Taxable	VMFXX	07/13/1981	4.05%	3.38%	2.23%	0.11% $1.10	0.11% $1.10	
FTSE Treasury Bill 3 Month USD				4.22%	3.49%	2.32%			
Variable Annuity									
CREF Money Market Account R3 7-day current annualized yield 3.56% as of 03/31/2026 7-day effective annualized yield 3.62% as of 03/31/2026	Money Market-Taxable	QCMMIX	04/01/1988	4.03%	3.27%	2.07%	0.17% $1.70	0.17% $1.70	Contributions and transfers in not allowed. An annual plan servicing credit of up to 0.10% may be credited on a quarterly basis.
iMoneyNet Money Fund Averages - All Government				3.79%	3.15%	1.97%			
Multi-Asset									
Collective Fund									
Vanguard Target Retirement 2070 Trust Plus	N/A	VP70#	04/06/2022	20.33%	-	10.06%	0.06% $0.60	0.06% $0.60	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Morningstar Lifetime Allocation Moderate 2060 TR USD				19.25%					

Investment Name / *Benchmark*	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark 1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Total Annual Operating Expenses (%/Per $1000) Gross	Net	Shareholder Fees & Restrictions
Vanguard Target Retirement Income Trust Plus	Retirement Income	VPIN#	08/15/2011	9.42%	3.75%	5.10%	0.06% $0.60	0.06% $0.60	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Morningstar Lifetime Allocation Moderate Income TR USD				9.57%	4.21%	5.48%			
Vanguard Target Retirement 2020 Trust Plus	Target-Date 2020	VP20#	08/15/2011	10.43%	4.46%	6.70%	0.06% $0.60	0.06% $0.60	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Morningstar Lifetime Allocation Moderate 2020 TR USD				10.54%	3.91%	6.28%			
Vanguard Target Retirement 2025 Trust Plus	Target-Date 2025	VP25#	08/15/2011	13.05%	5.44%	7.72%	0.06% $0.60	0.06% $0.60	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Morningstar Lifetime Allocation Moderate 2025 TR USD				11.35%	4.17%	6.82%			
Vanguard Target Retirement 2030 Trust Plus	Target-Date 2030	VP30#	08/15/2011	14.84%	6.17%	8.49%	0.06% $0.60	0.06% $0.60	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Morningstar Lifetime Allocation Moderate 2030 TR USD				12.47%	4.72%	7.58%			
Vanguard Target Retirement 2035 Trust Plus	Target-Date 2035	VP35#	08/15/2011	16.23%	6.88%	9.24%	0.06% $0.60	0.06% $0.60	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Morningstar Lifetime Allocation Moderate 2035 TR USD				14.07%	5.60%	8.48%			
Vanguard Target Retirement 2040 Trust Plus	Target-Date 2040	VP40#	08/15/2011	17.62%	7.57%	9.98%	0.06% $0.60	0.06% $0.60	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Morningstar Lifetime Allocation Moderate 2040 TR USD				15.95%	6.60%	9.31%			

Investment Name / *Benchmark*	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark 1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Total Annual Operating Expenses (%/Per $1000) Gross	Net	Shareholder Fees & Restrictions
Vanguard Target Retirement 2045 Trust Plus	Target-Date 2045	VP45#	08/15/2011	18.96%	8.24%	10.57%	0.06% $0.60	0.06% $0.60	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Morningstar Lifetime Allocation Moderate 2045 TR USD				17.60%	7.36%	9.85%			
Vanguard Target Retirement 2050 Trust Plus	Target-Date 2050	VP50#	08/15/2011	20.42%	8.75%	10.86%	0.06% $0.60	0.06% $0.60	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Morningstar Lifetime Allocation Moderate 2050 TR USD				18.64%	7.72%	10.07%			
Vanguard Target Retirement 2055 Trust Plus	Target-Date 2055	VP55#	11/30/2011	20.43%	8.75%	10.86%	0.06% $0.60	0.06% $0.60	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Morningstar Lifetime Allocation Moderate 2055 TR USD				19.07%	7.78%	10.09%			
Vanguard Target Retirement 2060 Trust Plus	Target-Date 2060	VP60#	03/23/2012	20.42%	8.76%	10.88%	0.06% $0.60	0.06% $0.60	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Morningstar Lifetime Allocation Moderate 2060 TR USD				19.25%	7.74%	10.05%			
Vanguard Target Retirement 2065 Trust Plus	Target-Date 2065+	VP65#	07/07/2017	20.41%	8.75%	10.61%	0.06% $0.60	0.06% $0.60	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Morningstar Lifetime Allocation Moderate 2060 TR USD				19.25%	7.74%				
Variable Annuity									
CREF Responsible Balanced Account R3	Global Moderate Allocation	QCSCIX	03/01/1990	12.21%	5.64%	7.88%	0.22% $2.20	0.22% $2.20	Contributions and transfers in not allowed. An annual plan servicing credit of up to 0.10% may be credited on a quarterly basis. Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
Morningstar Moderate Target Risk TR USD				12.86%	5.28%	7.49%			

Real Estate

Investment Name / *Benchmark*	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark 1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Total Annual Operating Expenses (%/Per $1000) Gross	Net	Shareholder Fees & Restrictions
Variable Annuity									
TIAA Real Estate Account	Real Estate	QREARX	10/02/1995	3.60%	1.56%	2.70%	0.90% $9.00	0.90% $9.00	Contributions and transfers in not allowed. An annual plan servicing credit of up to 0.24% may be credited on a quarterly basis. Transfers out: Limit 1 per quarter. Limitations may apply to any transaction resulting in a balance > $150,000.
S&P 500 TR USD				17.80%	12.06%	14.16%			

Table 1 shows fee and expense information for the investment options listed including the Total Annual Operating Expenses expressed as a percentage and a dollar amount based upon a $1,000 accumulation both as net and gross of expenses. Total Annual Operating Expenses is a measure of what it costs to operate an investment, expressed as a percentage of its assets, as a dollar amount or in basis points. These are costs the investor pays through a reduction in the investment's rate of return.

FIDELITY

To request additional plan information from this service provider or a paper copy of information available online, free of charge, contact: Fidelity at (800) 343-0860 or www.netbenefits.com/dartmouth.

Table 1 – Variable Return Investment Performance as of March 31, 2026

Investment Name / *Benchmark*	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark 1 Yr.	5 Yr.	10 Yr. or Since Inception	Total Annual Operating Expenses (%/Per $1000) Gross	Net	Shareholder Fees & Restrictions
Equities									
Mutual Fund									
Vanguard Institutional Total International Stock Market Index Trust D	Foreign Large Blend	VTID#	08/26/2024	27.60%	-	17.09%	0.05% $0.50	0.05% $0.50	
FTSE Global All Cap ex US TR USD				25.86%					
Vanguard FTSE Social Index Fund Institutional	Large Blend	VFTNX	01/14/2003	15.68%	10.76%	14.36%	0.03% $0.30	0.03% $0.30	
Dow Jones US Total Stock Market TR USD				18.14%	10.76%	13.64%			
Vanguard Institutional 500 Index Trust D	Large Blend	VFID#	08/16/2024	17.78%	-	11.90%	0.01% $0.10	0.01% $0.10	
S&P 500 TR USD				17.80%					
Vanguard Institutional Total Stock Market Index Trust D	Large Blend	VTSD#	08/26/2024	18.21%	-	11.25%	0.01% $0.10	0.01% $0.10	
CRSP US Total Market TR USD				18.21%					
Vanguard Growth Index Fund Institutional	Large Growth	VIGIX	05/14/1998	18.27%	11.81%	16.13%	0.03% $0.30	0.03% $0.30	
Dow Jones US Total Stock Market TR USD				18.14%	10.76%	13.64%			
Vanguard Value Index Fund Institutional	Large Value	VIVIX	07/02/1998	16.06%	10.99%	11.86%	0.03% $0.30	0.03% $0.30	
Dow Jones US Total Stock Market TR USD				18.14%	10.76%	13.64%			

Investment Name / *Benchmark*	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark 1 Yr.	5 Yr.	10 Yr. or Since Inception	Total Annual Operating Expenses (%/Per $1000) Gross	Net	Shareholder Fees & Restrictions
Vanguard Mid-Cap Index Fund Institutional	Mid-Cap Blend	VMCIX	05/21/1998	12.76%	6.98%	10.72%	0.03% $0.30	0.03% $0.30	
Dow Jones US Total Stock Market TR USD				18.14%	10.76%	13.64%			
Vanguard Small-Cap Index Fund Institutional	Small Blend	VSCIX	07/07/1997	19.74%	5.68%	10.54%	0.03% $0.30	0.03% $0.30	
Dow Jones US Total Stock Market TR USD				18.14%	10.76%	13.64%			
Vanguard Small-Cap Growth Index Fund Institutional	Small Growth	VSGIX	05/24/2000	20.72%	2.57%	10.51%	0.05% $0.50	0.05% $0.50	
Dow Jones US Total Stock Market TR USD				18.14%	10.76%	13.64%			
Vanguard Small-Cap Value Index Fund Institutional	Small Value	VSIIX	12/07/1999	18.95%	7.85%	10.12%	0.05% $0.50	0.05% $0.50	
Dow Jones US Total Stock Market TR USD				18.14%	10.76%	13.64%			
Fixed Income									
Mutual Fund									
Vanguard Inflation-Protected Securities Fund Institutional	Inflation-Protected Bond	VIPIX	12/12/2003	2.99%	1.41%	2.58%	0.07% $0.70	0.07% $0.70	
Bloomberg US Aggregate Bond TR USD				4.35%	0.31%	1.70%			
Vanguard Institutional Total Bond Market Index Trust D	Intermediate Core Bond	VTBM#	08/16/2024	4.34%	-	3.37%	0.02% $0.20	0.02% $0.20	
Bloomberg US Aggregate Float Adjusted TR USD				4.26%					
PGIM Total Return Bond Fund CIT LP	Intermediate Core-Plus Bond	PRLP#	08/21/2020	4.99%	0.99%	0.28%	0.18% $1.80	0.18% $1.80	
Bloomberg US Aggregate Bond TR USD				4.35%	0.31%				
Money Market									
Mutual Fund									
Vanguard Federal Money Market Fund Investor	Money Market-Taxable	VMFXX	07/13/1981	4.05%	3.38%	2.23%	0.11% $1.10	0.11% $1.10	

Investment Name / *Benchmark*	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark 1 Yr.	5 Yr.	10 Yr. or Since Inception	Total Annual Operating Expenses (%/Per $1000) Gross	Net	Shareholder Fees & Restrictions
FTSE Treasury Bill 3 Month USD				4.22%	3.49%	2.32%			
Multi-Asset									
Collective Fund									
Vanguard Target Retirement 2070 Trust Plus	N/A	VP70#	04/06/2022	20.33%	-	10.06%	0.06% $0.60	0.06% $0.60	
Morningstar Lifetime Allocation Moderate 2060 TR USD				19.25%					
Vanguard Target Retirement Income Trust Plus	Retirement Income	VPIN#	08/15/2011	9.42%	3.75%	5.10%	0.06% $0.60	0.06% $0.60	
Morningstar Lifetime Allocation Moderate Income TR USD				9.57%	4.21%	5.48%			
Vanguard Target Retirement 2020 Trust Plus	Target-Date 2020	VP20#	08/15/2011	10.43%	4.46%	6.70%	0.06% $0.60	0.06% $0.60	
Morningstar Lifetime Allocation Moderate 2020 TR USD				10.54%	3.91%	6.28%			
Vanguard Target Retirement 2025 Trust Plus	Target-Date 2025	VP25#	08/15/2011	13.05%	5.44%	7.72%	0.06% $0.60	0.06% $0.60	
Morningstar Lifetime Allocation Moderate 2025 TR USD				11.35%	4.17%	6.82%			
Vanguard Target Retirement 2030 Trust Plus	Target-Date 2030	VP30#	08/15/2011	14.84%	6.17%	8.49%	0.06% $0.60	0.06% $0.60	
Morningstar Lifetime Allocation Moderate 2030 TR USD				12.47%	4.72%	7.58%			
Vanguard Target Retirement 2035 Trust Plus	Target-Date 2035	VP35#	08/15/2011	16.23%	6.88%	9.24%	0.06% $0.60	0.06% $0.60	
Morningstar Lifetime Allocation Moderate 2035 TR USD				14.07%	5.60%	8.48%			
Vanguard Target Retirement 2040 Trust Plus	Target-Date 2040	VP40#	08/15/2011	17.62%	7.57%	9.98%	0.06% $0.60	0.06% $0.60	

Investment Name / *Benchmark*	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark 1 Yr.	5 Yr.	10 Yr. or Since Inception	Total Annual Operating Expenses (%/Per $1000) Gross	Net	Shareholder Fees & Restrictions
Morningstar Lifetime Allocation Moderate 2040 TR USD				15.95%	6.60%	9.31%			
Vanguard Target Retirement 2045 Trust Plus	Target-Date 2045	VP45#	08/15/2011	18.96%	8.24%	10.57%	0.06% $0.60	0.06% $0.60	
Morningstar Lifetime Allocation Moderate 2045 TR USD				17.60%	7.36%	9.85%			
Vanguard Target Retirement 2050 Trust Plus	Target-Date 2050	VP50#	08/15/2011	20.42%	8.75%	10.86%	0.06% $0.60	0.06% $0.60	
Morningstar Lifetime Allocation Moderate 2050 TR USD				18.64%	7.72%	10.07%			
Vanguard Target Retirement 2055 Trust Plus	Target-Date 2055	VP55#	11/30/2011	20.43%	8.75%	10.86%	0.06% $0.60	0.06% $0.60	
Morningstar Lifetime Allocation Moderate 2055 TR USD				19.07%	7.78%	10.09%			
Vanguard Target Retirement 2060 Trust Plus	Target-Date 2060	VP60#	03/23/2012	20.42%	8.76%	10.88%	0.06% $0.60	0.06% $0.60	
Morningstar Lifetime Allocation Moderate 2060 TR USD				19.25%	7.74%	10.05%			
Vanguard Target Retirement 2065 Trust Plus	Target-Date 2065+	VP65#	07/07/2017	20.41%	8.75%	10.61%	0.06% $0.60	0.06% $0.60	
Morningstar Lifetime Allocation Moderate 2060 TR USD				19.25%	7.74%				

Table 1 shows fee and expense information for the investment options listed including the Total Annual Operating Expenses expressed as a percentage and a dollar amount based upon a $1,000 accumulation both as net and gross of expenses. Total Annual Operating Expenses is a measure of what it costs to operate an investment, expressed as a percentage of its assets, as a dollar amount or in basis points. These are costs the investor pays through a reduction in the investment's rate of return.

TIAA

Table 2 – Fixed Return Investments

The following chart lists the plan's investment options that have a fixed or stated rate of return.

Name/Type/Option	Return	Term	Additional Information
Guaranteed Annuity			
TIAA Traditional-Group Retirement Annuity	4.75%	Through 02/28/2027	An annual plan servicing credit of up to 0.15% may be credited on a quarterly basis. For more information refer to Section I: General Administrative Services. The current rate shown applies to premiums remitted during the month of April 2026 and will be credited through 2/28/2027. This rate is subject to change in subsequent months. Up-to-date rate of return information is available on your plan-specific website noted above or at 800-842-2733.TIAA Traditional guarantees your principal and a minimum annual interest rate. The guaranteed minimum interest rate is 3.00%, and is effective while the funds remain in the contract. The account also offers the opportunity for additional amounts in excess of the guaranteed minimum interest rate. When declared, additional amounts remain in effect for the twelve-month period that begins each March 1 for accumulating annuities and January 1 for payout annuities. Additional amounts are not guaranteed for the future years. All guarantees are subject to TIAA's claims paying ability.TIAA Traditional is designed primarily to help meet your long-term retirement income needs; it is not a short-term savings vehicle. Therefore, some contracts require that benefits are paid in installments over time and/or may impose surrender charges on certain withdrawals. TIAA has rewarded participants who save in contracts where benefits are paid in installments over time instead of in an immediate lump-sum by crediting higher interest rates, typically 0.50% to 0.75% higher. Higher rates will lead to higher account balances and more retirement income for you.For Group Retirement Annuity (GRA) contracts, and subject to the terms of your employer's plan, lump-sum withdrawals are available from the TIAA Traditional account only within 120 days after termination of employment and are subject to a 2.5% surrender charge. All other withdrawals and transfers from the account must be paid in ten annual installments. After termination of employment additional income options may be available including income for life, income for a fixed period, interest-only payments and IRS required minimum distributions.

Name/Type/Option	Return	Term	Additional Information
TIAA Traditional-Retirement Annuity	4.75%	Through 02/28/2027	An annual plan servicing credit of up to 0.15% may be credited on a quarterly basis. For more information refer to Section I: General Administrative Services. The current rate shown applies to premiums remitted during the month of April 2026 and will be credited through 2/28/2027. This rate is subject to change in subsequent months. Up-to-date rate of return information is available on your plan-specific website noted above or at 800-842-2733.TIAA Traditional guarantees your principal and a minimum annual interest rate. The current guaranteed minimum interest rate for premiums is 3.00%. The account also offers the opportunity for additional amounts in excess of the minimum interest rate. When declared, additional amounts remain in effect for the twelve-month period that begins each March 1 for accumulating annuities and January 1 for payout annuities. Additional amounts are not guaranteed for the future years. All guarantees are subject to TIAA's claims paying ability.TIAA Traditional is designed primarily to help meet your long-term retirement income needs; it is not a short-term savings vehicle. Therefore, some contracts require that benefits are paid in installments over time and/or may impose surrender charges on certain withdrawals. TIAA has rewarded participants who save in contracts where benefits are paid in installments over time instead of in an immediate lump-sum by crediting higher interest rates, typically 0.50% to 0.75% higher. Higher rates will lead to higher account balances and more retirement income for you.For Retirement Annuity (RA) contracts, lump-sum withdrawals are not available from the TIAA Traditional account. Subject to the terms of your plan, all withdrawals and transfers from the account must be paid in ten annual installments. After termination of employment additional income options may be available including income for life, interest-only payments, and IRS required minimum distribution payments.
TIAA Traditional-Retirement Choice	5.00%	Through 02/28/2027	An annual plan servicing credit of up to 0.15% may be credited on a quarterly basis. For more information refer to Section I: General Administrative Services. The current rate shown applies to premiums remitted during the month of April 2026 and will be credited through 2/28/2027. This rate is subject to change in subsequent months. Up-to-date rate of return information is available on your plan-specific website noted above or at 800-842-2733.TIAA Traditional guarantees your principal and a minimum annual interest rate. The current guaranteed minimum interest rate for premiums is 2.40%. The account also offers the opportunity for additional amounts in excess of the minimum interest rate. When declared, additional amounts remain in effect for the twelve-month period that begins each March 1 for accumulating annuities and January 1 for payout annuities. Additional amounts are not guaranteed for the future years. All guarantees are subject to TIAA's claims paying ability.TIAA Traditional is designed primarily to help meet your long-term retirement income needs; it is not a short-term savings vehicle. Therefore, some contracts require that benefits are paid in installments over time and/or may impose surrender charges on certain withdrawals. TIAA has rewarded participants who save in contracts where benefits are paid in installments over time instead of in an immediate lump-sum by crediting higher interest rates, typically 0.50% to 0.75% higher. Higher rates will lead to higher account balances and more retirement income for you.For Retirement Choice (RC) contracts, and subject to the terms of your employer's plan, lump-sum withdrawals are available from the TIAA Traditional account only within 120 days after termination of employment and are subject to a 2.5% surrender charge. All other withdrawals and transfers from the account must be paid in 84 monthly installments (7 years).If the Contractholder elects to remove TIAA Traditional, the contract's entire TIAA Traditional accumulation will be paid out in 60 monthly installments without any surrender charge.

Part B. Annuity Information

The information below focuses on the annuity options under the plan. Annuities are insurance contracts that allow you to receive a guaranteed stream of payments at regular intervals, usually beginning when you retire and lasting for your entire life. Annuities are issued by insurance companies. Guarantees of an insurance company are subject to its long-term financial strength and claims-paying ability.

TIAA

TIAA Traditional Annuity Lifetime Income Option

OBJECTIVES / GOALS

To provide a guaranteed stable stream of income for your life and, if you choose, the life of an annuity partner. A TIAA Traditional Annuity provides income stability by providing a minimum guaranteed interest rate as well as the potential for additional interest. TIAA Traditional can be part of a diversified retirement portfolio that may include stocks (equities), bonds (fixed income), real estate, and money market investments. Electing a life annuity is just one of many payout options available under the TIAA Traditional Annuity.

PRICING FACTORS

The amount of your lifetime income is dependent upon many factors including:

- The type of annuity selected (single life, joint life, with or without guaranteed minimum periods), and your selection of either the standard or graded benefit method.
- The amount of accumulations converted to a life annuity.
- Your age and, if applicable, the age of your annuity partner.
- The projected returns of the TIAA Traditional Annuity.

Under no circumstances will you receive less than the guaranteed amount of income required under the annuity contracts. To learn more about investments that offer lifetime annuity income, please access the web link provided in the Performance and Fee Information section.

RESTRICTIONS / FEES

- You may not begin a one-life annuity after you attain age 90, nor may you begin a two-life annuity after you or your annuity partner attains age 90.
- Subject to contract terms, if your accumulation is less than $5,000 on your annuity starting date, TIAA may choose instead to pay your accumulations to you in a single sum.
- If your TIAA annuity payment would be less than $100, TIAA has the right to change the payment frequency which would result in a payment of $100 or more.
- Once you have elected a lifetime annuity, your election is irrevocable.

TIAA Real Estate and CREF Variable Annuity Lifetime Income Options

OBJECTIVES / GOALS

To provide a variable stream of income for your life and, if you choose, the life of an annuity partner. This lifetime annuity provides a variable income that you cannot outlive. A variable annuity can be part of a diversified retirement portfolio that may include guaranteed, stocks (equities), bonds (fixed income), real estate, and money market investments. Electing a life annuity is just one of many payout options available.

PRICING FACTORS

The amount of your lifetime income is dependent upon many factors including:

- The type of annuity selected (single life, joint life, with or without guaranteed minimum periods).
- The amount of accumulations converted to a life annuity.
- Your age and, if applicable, the age of your annuity partner.
- The investment performance of the variable annuity account your annuity is based upon.

Variable annuity accounts don't guarantee a minimum income. Income fluctuates based on market performance and is directly tied to the accounts' investment returns. A 4% annual investment return is assumed. Generally, if the actual return in a given year is greater than 4% the amount of annuity income will increase; if it is less than 4%, the income will decrease. To learn more about investments that offer lifetime annuity income, please access the web link provided in the Performance and Fee Information section.

RESTRICTIONS / FEES

- You may not begin a one-life annuity after you attain age 90, nor may you begin a two-life annuity after you or your annuity partner attains age 90.

- Subject to contract terms, if your accumulation is less than $5,000 on your annuity starting date, TIAA may choose instead to pay your accumulations to you in a single sum.
- If your annuity payment would be less than $100, TIAA has the right to change the payment frequency which would result in a payment of $100 or more.
- Once you have elected a lifetime annuity, your election is irrevocable.
- Upon annuitization of CREF accumulations, the expenses associated with CREF will be the same as the R3 Class regardless of the CREF Class prior to annuitization.

Please visit www.TIAA.org/public/support/faqs for FAQs about TIAA products, services & support.

Fees and expenses are only one of many factors to consider when you decide to invest in an option. You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals. The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's website for an example showing the long-term effect of fees and expenses at www.dol.gov/sites/default/files/ebsa/about-ebsa/our-activities/resource-center/publications/a-look-at-401k-plan-fees.pdf.

Other service provider important additional information:
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TIAA important additional information:
The returns quoted represent past performance, which is no guarantee of future results. Returns and the principal value of your investment will fluctuate. Current performance may be higher or lower than that shown, and you may have a gain or a loss when you redeem your investments. Expense ratios shown are based on the most recent information available, but may not reflect all updates. Please consult the most recent prospectus or offering document for more detailed information.

Variable return investments (mutual funds and/or variable annuities) are offered through your plan sponsor's retirement plan. Funds are offered at that day's net asset value (NAV), and the performance is displayed accordingly. Performance at NAV does not reflect sales charges, which are waived through your retirement plan. If included, the sales charges would have reduced the performance as quoted.

If a variable return investment option includes performance for periods beyond its inception date that performance is based on the performance of an older share class of the investment option. Such performance has not been restated to reflect expense differences between the two classes. If expense differences had been reflected, performance for these periods would be lower or higher than stated.

Expense ratios shown are based on the most recent information available, but may not reflect all updates and may differ slightly from the prospectus due to rounding. Please consult the most recent prospectus or offering document for more detailed information.

TIAA provides information on restrictions on record kept investment options, as well as performance and product information for all proprietary investment options. TIAA assumes no responsibility for damages or losses arising from the use of such information, and has not independently verified the accuracy or completeness of such information.

The Morningstar Category classifies an investment option based on its investment style as measured by underlying portfolio holdings (portfolio statistics and compositions over the past three years). If the investment option is new and has no portfolio, Morningstar estimates where it will fall before assigning a more permanent category. When necessary, Morningstar may change a category assignment based on current information.

There are inherent risks in investing in variable return investments including loss of principal. Please read the prospectus and carefully consider the investment objectives, risks, charges and expenses before investing.

TIAA

DARTMOUTH COLLEGE
OFFICE OF HUMAN RESOURCES
7 LEBANON STREET, SUITE 203
HANOVER, NH 03755

May 22, 2026

Dear Participant:

This Fee Disclosure is provided to help you understand plan fees and expenses - an important part of managing your investments as you save for or draw income in retirement. In accordance with Department of Labor regulations, this notice details the fees and expenses related to the plan and its investment options.
The notice is organized into two sections:

Section I: Summary of Plan Services and Costs which provides information about administrative fees, individual transaction expenses, and your right to direct how your contributions are invested at each investment provider available under the plan. As of January 1, 2025, the quarterly administrative fee for accounts at Fidelity is $12.75 and $11.25 for accounts at TIAA.

Section II: Investment Options Comparative Chart that provides information about your plan's available investment options including their respective performance and expenses.

You are not required to take action at this time. This notice is provided to you as a reference and will be sent to you annually. It is also available to you at any time on www.dartgo.org/retirement.

For additional information about your account and the investment options under the plan, contact your investment provider:

Fidelity at www.netbenefits.com/dartmouth or via phone at 800-343-0860.
TIAA at www.tiaa.org/dartmouth or 800-842-2252.

Plan and Investment Notice

DARTMOUTH COLLEGE SUPPLEMENTAL RETIREMENT ACCOUNT

May 22, 2026

Your participation in your employer's retirement plan is the first step to ensuring adequate retirement income. The purpose of this Plan and Investment Notice is to help you make informed decisions when managing your retirement account. It contains important information regarding your plan's services, investments and expenses. **While no action is required at this time**, please review the notice and file it with your other retirement plan documents for future reference.

Section I: Summary of Plan Services and Costs

This section provides important information to assist you in making decisions related to your participation in your employer's plan. It outlines the services available under this plan, explains your right to select the investments for your account, and any fees and plan restrictions that may apply.

Section II: Investment Options Comparative Chart

This section is designed to make it easier for you to compare investments that align with your retirement goals. It provides detailed information about your plan'sinvestment options, including long-term performance and expenses.

SECTION I

Summary of Plan Services and Costs

Multiple providers have been selected to offer retirement services and investment options to employees in the plan. There are costs associated with these services and investments, some of which may be paid by you. In addition to explaining how to direct your investments, this section details the administrative and individual expenses associated with your plan.

The information issorted by service provider to make it easier to compare. Your plan offers a range of investment options and services from the following providers:

TIAA
Fidelity

TIAA

RIGHT TO DIRECT INVESTMENTS

You may specify how your future contributions to the retirement plan are invested or make changes to existing investments in your plan as described in the Summary Plan Document. These changes can be made:

1. Online by visiting **TIAA.org**
2. By phone at **800 842-2252**, weekdays, 8 a.m. to 10 p.m. (ET)

RESTRICTIONS

Changes to existing investments usually take place at the close of the business day if a change is requested prior to 4:00 p.m. (ET). Refer to Section ll: Investment Options Comparative Chart for investment-specific restrictions.

ADDITIONAL RIGHTS AND PRIVILEGES

Certain investments that you may hold may give you the opportunity to vote on proposals. If and when such opportunities arise, you will receive a notice with instructions on how to take advantage of what is being offered.

INVESTMENT OPTIONS

A variety of investment options are available in the plan. Please refer to Section II: Investment Options Comparative Chart for a current list of investment options available to you. Additional information, as well as up-to-date investment performance, is available online at www.TIAA.org/planinvestmentoptions. After entering your plan ID, 100292, you will be directed to plan and investment information.

SELF-DIRECTED BROKERAGE

A TIAA Brokerage Service is available that permits you to use investments that have not been selected for your plan and are not monitored. This service permits you to use a wide variety of investments but you are expected to prudently select and monitor any investments that you make through the brokerage service. This means that you must have the skill and experience or use an independent expert to advise you. Depending upon your plan's characteristics, investments available within the brokerage service may or may not include mutual funds, equities, bonds and certificate of deposits (403(b) plans are limited to mutual funds). Generally, there are fees associated with investment transactions (purchasing or selling), as well as minimum transaction amount requirements. Before purchasing or selling an investment you should understand any applicable fees, including fees that will be associated with your transaction such as commissions or other charges for purchasing and selling the investment. To request a transaction, and to learn more about the brokerage service including fees call 800-927-3059 or visit https://www.tiaa.org/public/pdf/forms/SDA_Customer_Account_Agreement.pdf.

COST OF PLAN SERVICES

There are three categories of services provided to your plan:

1. GENERAL ADMINISTRATIVE SERVICES

General administrative services include recordkeeping, legal, accounting, consulting, investment advisory and other plan administration services. Some of the expenses for general administrative services are fixed and other expenses such as legal or accounting may vary from year to year. These costs are allocated to each participant in a uniform way.

An annual TIAA Plan Servicing Fee of $45.00 is assessed if you maintain a Retirement Choice and/or Retirement Choice Plus account. The fee is deducted proportionally from each investment in your account quarterly and identified as "TIAA Plan Servicing Fee" on your statements.

In some cases, other investment providers may pay a portion of an investment's expense ratio to TIAA, your plan's record keeper, to help offset the cost of plan administration.

This practice is called "revenue sharing." If you have investments that revenue share, you'll receive a credit in the amount of the investment's revenue share based on your average daily balance. This will be identified as "TIAA Plan Servicing Credit" on your statements.

If you do not maintain a Retirement Choice and/or Retirement Choice Plus account and therefore no TIAA Plan Servicing Fee was assessed, your investment revenue share credit will be reduced by the amount of the fee in order to cover plan administrative services expenses. Please refer to Section II: Investment Options Comparative Chart of the Plan and Investment Notice for investment credit details.

2. SPECIFIC INVESTMENT SERVICES

Each investment offered within the plan charges a fee for managing the investment and for associated services. This is referred to as the expense ratio and is paid by all participants in that investment in proportion to the amount of their investment. The specific expense ratio for each investment option is listed in Section II: Investment Options Comparative Chart.

3. PERSONALIZED SERVICES

Personalized services provide access to a number of plan features and investments that you pay for, only if you use them. The personalized services used most often are:

Brokerage	Certain charges may apply. Please review the Customer Account Agreement provided in the Self-Directed Brokerage section of this document. Your plan may limit the eligible investments within the self-directed brokerage account. This applies to plan(s): 100292
Collateralized Loans	The cost to you based upon the difference between what you earn on collateral and what you pay in interest. This applies to plan(s): 100292
Loan Maintenance	$25 annual fee per active loan. This applies to plan(s): 100292
Retirement Plan Loan - Origination Fee	$75 per loan initiated for general purpose, $125 for a residential loan. This applies to plan(s): 100292
Qualified Domestic Relations Orders (QDRO)	No charge
Sales Charges, Purchase, Withdrawal And Redemption Fees For Certain Investments	Certain charges may apply. See Section II: Investment Options Comparative Chart or the prospectus for applicable charges.

FIDELITY

RIGHT TO DIRECT INVESTMENTS

You have the right to direct your account balance, and any future contributions, among the Plan's investment options, subject to any restrictions. Your rights under the Plan, and any restrictions, are subject to the terms of the Plan.

Changes can be made:

1. Online by visiting www.netbenefits.com/dartmouth.
2. By phone at 800-343-0860, available Monday - Friday 8:00 am to midnight (ET)

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

RESTRICTIONS

Frequent trading in investment options subject to such restrictions will result in the limitation or prohibition of additional purchases (other than contributions and loan repayments) for 85 calendar days or a 12 month period. Keep in mind, restrictions are subject to change.

ADDITIONAL RIGHTS AND PRIVILEGES

You have the right to exercise voting, tender, and similar rights related to the following investments you may have in your Plan account: Mutual Funds

INVESTMENT OPTIONS

A variety of investment options are available in the Plan. Please refer to Section II: Investment Options Comparative Chart for a current list of investment options available to you. Additional information, as well as up-to-date investment performance is available online at www.netbenefits.com/dartmouth.

COST OF PLAN SERVICES - GENERAL ADMINISTRATIVE SERVICES

Fidelity assesses an annual administrative fee of $51. Each quarter, $12.75 will be deducted from your account to cover this fee.

COST OF PLAN SERVICES - SPECIFIC INVESTMENT SERVICES

Asset-based fees reflect an investment options' total annual operating expense and includes management and other fees. They are often the largest component of retirement plan costs and are paid by all shareholders of the investment option.

Typically, asset-based fees are reflected as a percentage of assets invested in the option and often are referred to as an expense ratio. You may multiply the expense ratio by your balance in the investment option to estimate the annual expenses associated with your holdings. Refer to the Investment Options Comparative Chart for information about the Plans investment options, including their expense ratios (where applicable). Asset-based fees are deducted from an investment options' assets, thereby reducing its investment return.

Fee levels can vary widely among investment options, depending in part on the type of investment option, its management (including whether it is active or passive), and the risks and complexities of the option's strategy. There is not necessarily a correlation between fees and investment performance, and fees are just one component to consider when determining which investment options are right for you.

COST OF PLAN SERVICES - PERSONALIZED SERVICES

Individual fees and expenses include those associated with a service or transaction that an individual may select. In some instances, they may be deducted from the accounts of those individuals who utilize the service or engage in the transaction. If you have an account in the Plan and you select or execute the following service(s) or transaction(s), the fee(s) outlined below may be deducted from your account based on the information and direction Fidelity had on file at the time this brochure was prepared.

As you review this information, please keep in mind that fees are subject to change and that certain individual fees may not be deducted in some circumstances.

Type of Individual Fee Amount: Loan fees include $50 to establish the loan and $6.25 each quarter there is an outstanding balance. Withdrawal and distribution fees: $25/transaction. Return of excess contributions/deferrals: $25/transaction. Mailing documents/checks via overnight service: $25. Minimum Required Distributions: $25.

Also please note that you may incur expenses in connection with transactions associated with your Plan's investment options. Please see Section II: Investment Options Comparative Chart for details regarding the specific fees that may apply to the investment options available under the Plan. If any individual fees are actually deducted from your account, they will be reflected on your Plan account statement.

SECTION II

Investment Options Comparative Chart

Your plan offers a variety of professionally managed investments. One of the benefits of the plan is that you get to decide how your contributions are invested. When making investment decisions, you should keep in mind how long you have until retirement, your tolerance for risk, how this retirement plan fits into your overall financial picture, and the impact of fees. The information on the following pages will help you compare the investment options and make more informed decisions about your retirement plan.

Part A – Performance and Fee Information

Part A consists of performance and fee information for your plan's investment options. It shows you how well the investments have performed in the past as well as any fees and expenses you will pay if you invest in a particular option.

For more information on the impact of fees and expenses associated with your plan, refer to Section I: Summary of Plan Services and Costs or visit the DOL's website at www.dol.gov/sites/default/files/ebsa/about-ebsa/our-activities/resource-center/publications/a-look-at-401k-plan-fees.pdf. Fees are only one of many factors to consider when making an investment decision.

Part B– Annuity Income Information

Part B contains information about the annuity options available within your employer's retirement plan.

Part A. Performance and Fee Information

The following chart(s) list(s) your plan's investment options whose value may change based on market fluctuations. When evaluating performance of your variable investment options, you should consider comparing the returns of each investment to an appropriate benchmark, which is included in the chart. A benchmark is a generally accepted unmanaged group of securities whose performance is used as a standard point of reference to measure and compare investment gains or losses for variable return investments. Keep in mind that you may not invest in the benchmark indexes which are shown for comparative purposes only. For investments that use a blend of stocks and bonds to limit risk, such as Target Date or Multi-Asset funds, a difference from the benchmark may be due to a difference in the proportion of stocks to bonds in the fund when compared to the benchmark. Benchmark information for fixed-return investments is not provided in this chart. Past performance does not indicate how an investment will perform in the future.

TIAA

For the most up-to-date information about your investment options, prospectuses for available TIAA investments and other helpful resources, visit www.TIAA.org/planinvestmentoptions. After entering your plan ID, 100292, you'll be directed to plan and investment information.

Visit **tiaa.org** for information and resources to help you make informed decisions. To request additional plan information or a paper copy of information available online, free of charge, contact TIAA at 800 842-2252 or write to us at TIAA, P.O. Box 1259, Charlotte, NC, 28201.

Table 1 – Variable Return Investment Performance as of March 31, 2026

Investment Name / *Benchmark*	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per $1000)		Shareholder Fees & Restrictions
				1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Gross	Net	
Equities									
Mutual Fund									
Vanguard Total International Stock Index Institutional Plus	Foreign Large Blend	VTPSX	11/30/2010	27.52%	7.52%	8.76%	0.05% $0.50	0.05% $0.50	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
MSCI ACWI Ex USA NR USD				24.91%	7.02%	8.38%			
Vanguard FTSE Social Index Fund Institutional	Large Blend	VFTNX	01/14/2003	15.68%	10.76%	14.36%	0.03% $0.30	0.03% $0.30	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Dow Jones US Total Stock Market TR USD				18.14%	10.76%	13.64%			
Vanguard Institutional Index Fund Institutional Plus	Large Blend	VIIIX	07/07/1997	17.78%	12.04%	14.14%	0.02% $0.20	0.02% $0.20	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
S&P 500 TR USD				17.80%	12.06%	14.16%			
Vanguard Total Stock Market Index Fund Admiral	Large Blend	VTSAX	11/13/2000	18.18%	10.76%	13.67%	0.04% $0.40	0.04% $0.40	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
CRSP US Total Market TR USD				18.21%	10.78%	13.68%			

Investment Name / *Benchmark*	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark 1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Total Annual Operating Expenses (%/Per $1000) Gross	Net	Shareholder Fees & Restrictions
Vanguard Growth Index Fund Institutional	Large Growth	VIGIX	05/14/1998	18.27%	11.81%	16.13%	0.03% $0.30	0.03% $0.30	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Dow Jones US Total Stock Market TR USD				18.14%	10.76%	13.64%			
Vanguard Value Index Fund Institutional	Large Value	VIVIX	07/02/1998	16.06%	10.99%	11.86%	0.03% $0.30	0.03% $0.30	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Dow Jones US Total Stock Market TR USD				18.14%	10.76%	13.64%			
Vanguard Mid-Cap Index Fund Institutional	Mid-Cap Blend	VMCIX	05/21/1998	12.76%	6.98%	10.72%	0.03% $0.30	0.03% $0.30	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Dow Jones US Total Stock Market TR USD				18.14%	10.76%	13.64%			
Vanguard Small-Cap Index Fund Institutional	Small Blend	VSCIX	07/07/1997	19.74%	5.68%	10.54%	0.03% $0.30	0.03% $0.30	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Dow Jones US Total Stock Market TR USD				18.14%	10.76%	13.64%			
Vanguard Small-Cap Growth Index Fund Institutional	Small Growth	VSGIX	05/24/2000	20.72%	2.57%	10.51%	0.05% $0.50	0.05% $0.50	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Dow Jones US Total Stock Market TR USD				18.14%	10.76%	13.64%			
Vanguard Small-Cap Value Index Fund Institutional	Small Value	VSIIX	12/07/1999	18.95%	7.85%	10.12%	0.05% $0.50	0.05% $0.50	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Dow Jones US Total Stock Market TR USD				18.14%	10.76%	13.64%			
Variable Annuity									
CREF Global Equities Account R3	Global Large-Stock Blend	QCGLIX	05/01/1992	22.10%	9.84%	11.79%	0.24% $2.40	0.24% $2.40	Contributions and transfers in not allowed. An annual plan servicing credit of up to 0.10% may be credited on a quarterly basis. Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
MSCI ACWI NR USD				20.01%	9.49%	11.33%			

Investment Name / *Benchmark*	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark 1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Total Annual Operating Expenses (%/Per $1000) Gross	Net	Shareholder Fees & Restrictions
CREF Total Global Stock Account R3	Global Large-Stock Blend	QCSTIX	07/31/1952	21.41%	9.33%	11.66%	0.26% $2.60	0.26% $2.60	Contributions and transfers in not allowed. An annual plan servicing credit of up to 0.10% may be credited on a quarterly basis. Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
CREF Stock Account Composite Index				20.74%	9.62%	12.09%			
CREF S&P 500 Index Account R3	Large Blend	QCEQIX	04/29/1994	17.59%	10.65%	13.49%	0.17% $1.70	0.17% $1.70	Contributions and transfers in not allowed. An annual plan servicing credit of up to 0.10% may be credited on a quarterly basis. Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
Russell 3000 TR USD				18.09%	10.87%	13.72%			
CREF Growth Account R3	Large Growth	QCGRIX	04/29/1994	18.92%	10.33%	15.27%	0.21% $2.10	0.21% $2.10	Contributions and transfers in not allowed. An annual plan servicing credit of up to 0.10% may be credited on a quarterly basis. Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
Russell 1000 Growth TR USD				18.81%	12.76%	16.83%			
Fixed Income									
Mutual Fund									
Vanguard Inflation-Protected Securities Fund Institutional	Inflation-Protected Bond	VIPIX	12/12/2003	2.99%	1.41%	2.58%	0.07% $0.70	0.07% $0.70	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Bloomberg US Aggregate Bond TR USD				4.35%	0.31%	1.70%			
Vanguard Total Bond Market Index Fund Institutional	Intermediate Core Bond	VBTIX	09/18/1995	4.34%	0.34%	1.70%	0.03% $0.30	0.03% $0.30	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Bloomberg US Aggregate Float Adjusted TR USD				4.26%	0.34%	1.73%			
PGIM Total Return Bond Fund R6	Intermediate Core-Plus Bond	PTRQX	12/27/2010	4.89%	1.06%	2.69%	0.40% $4.00	0.39% $3.90	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Bloomberg US Aggregate Bond TR USD				4.35%	0.31%	1.70%	Contractual Waiver Exp: 02/28/2027		
Variable Annuity									

Investment Name / *Benchmark*	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark 1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Total Annual Operating Expenses (%/Per $1000) Gross	Net	Shareholder Fees & Restrictions
CREF Inflation-Linked Bond Account R3	Inflation-Protected Bond	QCILIX	05/01/1997	3.98%	2.88%	3.01%	0.19% $1.90	0.19% $1.90	Contributions and transfers in not allowed. An annual plan servicing credit of up to 0.10% may be credited on a quarterly basis. Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
Bloomberg US Treasury Inflation Notes 1-10 Yr TR USD				3.97%	2.63%	3.02%			
CREF Core Bond Account R3	Intermediate Core Bond	QCBMIX	03/01/1990	4.64%	0.69%	2.12%	0.23% $2.30	0.23% $2.30	Contributions and transfers in not allowed. An annual plan servicing credit of up to 0.10% may be credited on a quarterly basis. Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
Bloomberg US Aggregate Bond TR USD				4.35%	0.31%	1.70%			
Money Market									
Mutual Fund									
Vanguard Federal Money Market Fund Investor 7-day current annualized yield 3.58% as of 03/31/2026 7-day effective annualized yield 3.58% as of 03/31/2026	Money Market-Taxable	VMFXX	07/13/1981	4.05%	3.38%	2.23%	0.11% $1.10	0.11% $1.10	
FTSE Treasury Bill 3 Month USD				4.22%	3.49%	2.32%			
Variable Annuity									
CREF Money Market Account R3 7-day current annualized yield 3.56% as of 03/31/2026 7-day effective annualized yield 3.62% as of 03/31/2026	Money Market-Taxable	QCMMIX	04/01/1988	4.03%	3.27%	2.07%	0.17% $1.70	0.17% $1.70	Contributions and transfers in not allowed. An annual plan servicing credit of up to 0.10% may be credited on a quarterly basis.
iMoneyNet Money Fund Averages - All Government				3.79%	3.15%	1.97%			
Multi-Asset									
Mutual Fund									
Vanguard Target Retirement Income Fund	Retirement Income	VTINX	10/27/2003	9.30%	3.71%	5.04%	0.08% $0.80	0.08% $0.80	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Bloomberg US Aggregate Bond TR USD				4.35%	0.31%	1.70%			

Investment Name / *Benchmark*	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark 1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Total Annual Operating Expenses (%/Per $1000) Gross	Net	Shareholder Fees & Restrictions
Vanguard Target Retirement 2020 Fund	Target-Date 2020	VTWNX	06/07/2006	10.37%	4.41%	6.64%	0.08% $0.80	0.08% $0.80	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
MSCI US Broad Market GR USD				18.38%	11.00%	13.81%			
Vanguard Target Retirement 2025 Fund	Target-Date 2025	VTTVX	10/27/2003	13.02%	5.36%	7.63%	0.08% $0.80	0.08% $0.80	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
MSCI US Broad Market GR USD				18.38%	11.00%	13.81%			
Vanguard Target Retirement 2030 Fund	Target-Date 2030	VTHRX	06/07/2006	14.79%	6.09%	8.40%	0.08% $0.80	0.08% $0.80	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
MSCI US Broad Market GR USD				18.38%	11.00%	13.81%			
Vanguard Target Retirement 2035 Fund	Target-Date 2035	VTTHX	10/27/2003	16.16%	6.79%	9.16%	0.08% $0.80	0.08% $0.80	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
MSCI US Broad Market GR USD				18.38%	11.00%	13.81%			
Vanguard Target Retirement 2040 Fund	Target-Date 2040	VFORX	06/07/2006	17.57%	7.50%	9.91%	0.08% $0.80	0.08% $0.80	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
MSCI US Broad Market GR USD				18.38%	11.00%	13.81%			
Vanguard Target Retirement 2045 Fund	Target-Date 2045	VTIVX	10/27/2003	18.92%	8.18%	10.51%	0.08% $0.80	0.08% $0.80	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
MSCI US Broad Market GR USD				18.38%	11.00%	13.81%			
Vanguard Target Retirement 2050 Fund	Target-Date 2050	VFIFX	06/07/2006	20.35%	8.67%	10.78%	0.08% $0.80	0.08% $0.80	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
MSCI US Broad Market GR USD				18.38%	11.00%	13.81%			

Investment Name / *Benchmark*	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark 1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Total Annual Operating Expenses (%/Per $1000) Gross	Net	Shareholder Fees & Restrictions
Vanguard Target Retirement 2055 Fund	Target-Date 2055	VFFVX	08/18/2010	20.34%	8.67%	10.77%	0.08% $0.80	0.08% $0.80	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
MSCI US Broad Market GR USD				18.38%	11.00%	13.81%			
Vanguard Target Retirement 2060 Fund	Target-Date 2060	VTTSX	01/19/2012	20.35%	8.67%	10.77%	0.08% $0.80	0.08% $0.80	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
MSCI US Broad Market GR USD				18.38%	11.00%	13.81%			
Vanguard Target Retirement 2065 Fund	Target-Date 2065+	VLXVX	07/12/2017	20.32%	8.68%	10.12%	0.08% $0.80	0.08% $0.80	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
MSCI US Broad Market GR USD				18.38%	11.00%	13.30%			
Vanguard Target Retirement 2070 Fund	Target-Date 2065+	VSVNX	06/28/2022	20.34%	-	14.55%	0.08% $0.80	0.08% $0.80	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
MSCI US Broad Market GR USD				18.38%		16.64%			
Variable Annuity									
CREF Responsible Balanced Account R3	Global Moderate Allocation	QCSCIX	03/01/1990	12.21%	5.64%	7.88%	0.22% $2.20	0.22% $2.20	Contributions and transfers in not allowed. An annual plan servicing credit of up to 0.10% may be credited on a quarterly basis. Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
Morningstar Moderate Target Risk TR USD				12.86%	5.28%	7.49%			
Real Estate									
Variable Annuity									
TIAA Real Estate Account	Real Estate	QREARX	10/02/1995	3.60%	1.56%	2.70%	0.90% $9.00	0.90% $9.00	Contributions and transfers in not allowed. An annual plan servicing credit of up to 0.24% may be credited on a quarterly basis. Transfers out: Limit 1 per quarter. Limitations may apply to any transaction resulting in a balance > $150,000.
S&P 500 TR USD				17.80%	12.06%	14.16%			

Table 1 shows fee and expense information for the investment options listed including the Total Annual Operating Expenses expressed as a percentage and a dollar amount based upon a $1,000 accumulation both as net and gross of expenses. Total Annual Operating Expenses is a measure of what it costs to operate an investment, expressed as a percentage of its assets, as a dollar amount or in basis points. These are costs the investor pays through a reduction in the investment's rate of return.

FIDELITY

To request additional plan information from this service provider or a paper copy of information available online, free of charge, contact: Fidelity at (800) 343-0860 or www.netbenefits.com/dartmouth.

Table 1 – Variable Return Investment Performance as of March 31, 2026

Investment Name / *Benchmark*	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark 1 Yr.	5 Yr.	10 Yr. or Since Inception	Total Annual Operating Expenses (%/Per $1000) Gross	Net	Shareholder Fees & Restrictions
Equities									
Mutual Fund									
Vanguard Total International Stock Index Institutional Plus	Foreign Large Blend	VTPSX	11/30/2010	27.52%	7.52%	8.76%	0.05% $0.50	0.05% $0.50	
MSCI ACWI Ex USA NR USD				24.91%	7.02%	8.38%			
Vanguard FTSE Social Index Fund Institutional	Large Blend	VFTNX	01/14/2003	15.68%	10.76%	14.36%	0.03% $0.30	0.03% $0.30	
Dow Jones US Total Stock Market TR USD				18.14%	10.76%	13.64%			
Vanguard Institutional Index Fund Institutional Plus	Large Blend	VIIIX	07/07/1997	17.78%	12.04%	14.14%	0.02% $0.20	0.02% $0.20	
S&P 500 TR USD				17.80%	12.06%	14.16%			
Vanguard Total Stock Market Index Fund Admiral	Large Blend	VTSAX	11/13/2000	18.18%	10.76%	13.67%	0.04% $0.40	0.04% $0.40	
CRSP US Total Market TR USD				18.21%	10.78%	13.68%			
Vanguard Growth Index Fund Institutional	Large Growth	VIGIX	05/14/1998	18.27%	11.81%	16.13%	0.03% $0.30	0.03% $0.30	
Dow Jones US Total Stock Market TR USD				18.14%	10.76%	13.64%			
Vanguard Value Index Fund Institutional	Large Value	VIVIX	07/02/1998	16.06%	10.99%	11.86%	0.03% $0.30	0.03% $0.30	
Dow Jones US Total Stock Market TR USD				18.14%	10.76%	13.64%			

Investment Name / *Benchmark*	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark 1 Yr.	5 Yr.	10 Yr. or Since Inception	Total Annual Operating Expenses (%/Per $1000) Gross	Net	Shareholder Fees & Restrictions
Vanguard Mid-Cap Index Fund Institutional	Mid-Cap Blend	VMCIX	05/21/1998	12.76%	6.98%	10.72%	0.03% $0.30	0.03% $0.30	
Dow Jones US Total Stock Market TR USD				18.14%	10.76%	13.64%			
Vanguard Small-Cap Index Fund Institutional	Small Blend	VSCIX	07/07/1997	19.74%	5.68%	10.54%	0.03% $0.30	0.03% $0.30	
Dow Jones US Total Stock Market TR USD				18.14%	10.76%	13.64%			
Vanguard Small-Cap Growth Index Fund Institutional	Small Growth	VSGIX	05/24/2000	20.72%	2.57%	10.51%	0.05% $0.50	0.05% $0.50	
Dow Jones US Total Stock Market TR USD				18.14%	10.76%	13.64%			
Vanguard Small-Cap Value Index Fund Institutional	Small Value	VSIIX	12/07/1999	18.95%	7.85%	10.12%	0.05% $0.50	0.05% $0.50	
Dow Jones US Total Stock Market TR USD				18.14%	10.76%	13.64%			
Fixed Income									
Mutual Fund									
Vanguard Inflation-Protected Securities Fund Institutional	Inflation-Protected Bond	VIPIX	12/12/2003	2.99%	1.41%	2.58%	0.07% $0.70	0.07% $0.70	
Bloomberg US Aggregate Bond TR USD				4.35%	0.31%	1.70%			
Vanguard Total Bond Market Index Fund Institutional	Intermediate Core Bond	VBTIX	09/18/1995	4.34%	0.34%	1.70%	0.03% $0.30	0.03% $0.30	
Bloomberg US Aggregate Float Adjusted TR USD				4.26%	0.34%	1.73%			
PGIM Total Return Bond Fund R6	Intermediate Core-Plus Bond	PTRQX	12/27/2010	4.89%	1.06%	2.69%	0.40% $4.00	0.39% $3.90	
Bloomberg US Aggregate Bond TR USD				4.35%	0.31%	1.70%	Contractual Waiver Exp: 02/28/2027		
Money Market									
Mutual Fund									
Vanguard Federal Money Market Fund Investor	Money Market-Taxable	VMFXX	07/13/1981	4.05%	3.38%	2.23%	0.11% $1.10	0.11% $1.10	

Investment Name / *Benchmark*	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark 1 Yr.	5 Yr.	10 Yr. or Since Inception	Total Annual Operating Expenses (%/Per $1000) Gross	Net	Shareholder Fees & Restrictions
FTSE Treasury Bill 3 Month USD				4.22%	3.49%	2.32%			
Multi-Asset									
Mutual Fund									
Vanguard Target Retirement Income Fund	Retirement Income	VTINX	10/27/2003	9.30%	3.71%	5.04%	0.08% $0.80	0.08% $0.80	
Bloomberg US Aggregate Bond TR USD				4.35%	0.31%	1.70%			
Vanguard Target Retirement 2020 Fund	Target-Date 2020	VTWNX	06/07/2006	10.37%	4.41%	6.64%	0.08% $0.80	0.08% $0.80	
MSCI US Broad Market GR USD				18.38%	11.00%	13.81%			
Vanguard Target Retirement 2025 Fund	Target-Date 2025	VTTVX	10/27/2003	13.02%	5.36%	7.63%	0.08% $0.80	0.08% $0.80	
MSCI US Broad Market GR USD				18.38%	11.00%	13.81%			
Vanguard Target Retirement 2030 Fund	Target-Date 2030	VTHRX	06/07/2006	14.79%	6.09%	8.40%	0.08% $0.80	0.08% $0.80	
MSCI US Broad Market GR USD				18.38%	11.00%	13.81%			
Vanguard Target Retirement 2035 Fund	Target-Date 2035	VTTHX	10/27/2003	16.16%	6.79%	9.16%	0.08% $0.80	0.08% $0.80	
MSCI US Broad Market GR USD				18.38%	11.00%	13.81%			
Vanguard Target Retirement 2040 Fund	Target-Date 2040	VFORX	06/07/2006	17.57%	7.50%	9.91%	0.08% $0.80	0.08% $0.80	
MSCI US Broad Market GR USD				18.38%	11.00%	13.81%			
Vanguard Target Retirement 2045 Fund	Target-Date 2045	VTIVX	10/27/2003	18.92%	8.18%	10.51%	0.08% $0.80	0.08% $0.80	
MSCI US Broad Market GR USD				18.38%	11.00%	13.81%			
Vanguard Target Retirement 2050 Fund	Target-Date 2050	VFIFX	06/07/2006	20.35%	8.67%	10.78%	0.08% $0.80	0.08% $0.80	
MSCI US Broad Market GR USD				18.38%	11.00%	13.81%			

Investment Name / *Benchmark*	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark 1 Yr.	5 Yr.	10 Yr. or Since Inception	Total Annual Operating Expenses (%/Per $1000) Gross	Net	Shareholder Fees & Restrictions
Vanguard Target Retirement 2055 Fund	Target-Date 2055	VFFVX	08/18/2010	20.34%	8.67%	10.77%	0.08% $0.80	0.08% $0.80	
MSCI US Broad Market GR USD				18.38%	11.00%	13.81%			
Vanguard Target Retirement 2070 Fund	Target-Date 2065+	VSVNX	06/28/2022	20.34%	-	14.55%	0.08% $0.80	0.08% $0.80	
MSCI US Broad Market GR USD				18.38%		16.64%			

Table 1 shows fee and expense information for the investment options listed including the Total Annual Operating Expenses expressed as a percentage and a dollar amount based upon a $1,000 accumulation both as net and gross of expenses. Total Annual Operating Expenses is a measure of what it costs to operate an investment, expressed as a percentage of its assets, as a dollar amount or in basis points. These are costs the investor pays through a reduction in the investment's rate of return.

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Table 2 – Fixed Return Investments

The following chart lists the plan's investment options that have a fixed or stated rate of return.

Name/Type/Option	Return	Term	Additional Information
Guaranteed Annuity			
TIAA Traditional-Group Supplemental Retirement Annuity	4.00%	Through 02/28/2027	An annual plan servicing credit of up to 0.15% may be credited on a quarterly basis. For more information refer to Section I: General Administrative Services. The current rate shown applies to premiums remitted during the month of April 2026 and will be credited through 2/28/2027. This rate is subject to change in subsequent months. Up-to-date rate of return information is available on your plan-specific website noted above or at 800-842-2733.TIAA Traditional guarantees your principal and a minimum annual interest rate. The guaranteed minimum interest rate is 3.00%, and is effective while the funds remain in the contract. The account also offers the opportunity for additional amounts in excess of the guaranteed minimum interest rate. When declared, additional amounts remain in effect for the twelve-month period that begins each March 1 for accumulating annuities and January 1 for payout annuities. Additional amounts are not guaranteed for the future years. All guarantees are subject to TIAA's claims paying ability.For Group Supplemental Retirement Annuity (GSRA) contracts, and subject to the terms of your employer's plan, lump-sum withdrawals and transfers are available from the TIAA Traditional account without any restrictions or charges. After termination of employment additional income options may be available including income for life, income for a fixed period of time, and IRS required minimum distribution payments.
TIAA Traditional-Retirement Annuity	4.75%	Through 02/28/2027	An annual plan servicing credit of up to 0.15% may be credited on a quarterly basis. For more information refer to Section I: General Administrative Services. The current rate shown applies to premiums remitted during the month of April 2026 and will be credited through 2/28/2027. This rate is subject to change in subsequent months. Up-to-date rate of return information is available on your plan-specific website noted above or at 800-842-2733.TIAA Traditional guarantees your principal and a minimum annual interest rate. The current guaranteed minimum interest rate for premiums is 3.00%. The account also offers the opportunity for additional amounts in excess of the minimum interest rate. When declared, additional amounts remain in effect for the twelve-month period that begins each March 1 for accumulating annuities and January 1 for payout annuities. Additional amounts are not guaranteed for the future years. All guarantees are subject to TIAA's claims paying ability.TIAA Traditional is designed primarily to help meet your long-term retirement income needs; it is not a short-term savings vehicle. Therefore, some contracts require that benefits are paid in installments over time and/or may impose surrender charges on certain withdrawals. TIAA has rewarded participants who save in contracts where benefits are paid in installments over time instead of in an immediate lump-sum by crediting higher interest rates, typically 0.50% to 0.75% higher. Higher rates will lead to higher account balances and more retirement income for you.For Retirement Annuity (RA) contracts, lump-sum withdrawals are not available from the TIAA Traditional account. Subject to the terms of your plan, all withdrawals and transfers from the account must be paid in ten annual installments. After termination of employment additional income options may be available including income for life, interest-only payments, and IRS required minimum distribution payments.

Name/Type/Option	Return	Term	Additional Information
TIAA Traditional-Supplemental Retirement Annuity	4.00%	Through 02/28/2027	An annual plan servicing credit of up to 0.15% may be credited on a quarterly basis. For more information refer to Section I: General Administrative Services. The current rate shown applies to premiums remitted during the month of April 2026 and will be credited through 2/28/2027. This rate is subject to change in subsequent months. Up-to-date rate of return information is available on your plan-specific website noted above or at 800-842-2733.TIAA Traditional guarantees your principal and a minimum annual interest rate. The guaranteed minimum interest rate is 3.00%, and is effective while the funds remain in the contract. The account also offers the opportunity for additional amounts in excess of the guaranteed minimum interest rate. When declared, additional amounts remain in effect for the twelve-month period that begins each March 1 for accumulating annuities and January 1 for payout annuities. Additional amounts are not guaranteed for the future years. All guarantees are subject to TIAA's claims paying ability.For Supplemental Retirement Annuity (SRA) contracts, and subject to the terms of your employer's plan, lump-sum withdrawals and transfers are available from the TIAA Traditional account without any restrictions or charges. After termination of employment additional income options may be available including income for life, income for a fixed period of time, and IRS required minimum distribution payments.

Part B. Annuity Information

The information below focuses on the annuity options under the plan. Annuities are insurance contracts that allow you to receive a guaranteed stream of payments at regular intervals, usually beginning when you retire and lasting for your entire life. Annuities are issued by insurance companies. Guarantees of an insurance company are subject to its long-term financial strength and claims-paying ability.

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TIAA Traditional Annuity Lifetime Income Option

OBJECTIVES / GOALS

To provide a guaranteed stable stream of income for your life and, if you choose, the life of an annuity partner. A TIAA Traditional Annuity provides income stability by providing a minimum guaranteed interest rate as well as the potential for additional interest. TIAA Traditional can be part of a diversified retirement portfolio that may include stocks (equities), bonds (fixed income), real estate, and money market investments. Electing a life annuity is just one of many payout options available under the TIAA Traditional Annuity.

PRICING FACTORS

The amount of your lifetime income is dependent upon many factors including:

- The type of annuity selected (single life, joint life, with or without guaranteed minimum periods), and your selection of either the standard or graded benefit method.
- The amount of accumulations converted to a life annuity.
- Your age and, if applicable, the age of your annuity partner.
- The projected returns of the TIAA Traditional Annuity.

Under no circumstances will you receive less than the guaranteed amount of income required under the annuity contracts. To learn more about investments that offer lifetime annuity income, please access the web link provided in the Performance and Fee Information section.

RESTRICTIONS / FEES

- You may not begin a one-life annuity after you attain age 90, nor may you begin a two-life annuity after you or your annuity partner attains age 90.
- Subject to contract terms, if your accumulation is less than $5,000 on your annuity starting date, TIAA may choose instead to pay your accumulations to you in a single sum.
- If your TIAA annuity payment would be less than $100, TIAA has the right to change the payment frequency which would result in a payment of $100 or more.
- Once you have elected a lifetime annuity, your election is irrevocable.

TIAA Real Estate and CREF Variable Annuity Lifetime Income Options

OBJECTIVES / GOALS

To provide a variable stream of income for your life and, if you choose, the life of an annuity partner. This lifetime annuity provides a variable income that you cannot outlive. A variable annuity can be part of a diversified retirement portfolio that may include guaranteed, stocks (equities), bonds (fixed income), real estate, and money market investments. Electing a life annuity is just one of many payout options available.

PRICING FACTORS

The amount of your lifetime income is dependent upon many factors including:

- The type of annuity selected (single life, joint life, with or without guaranteed minimum periods).
- The amount of accumulations converted to a life annuity.
- Your age and, if applicable, the age of your annuity partner.
- The investment performance of the variable annuity account your annuity is based upon.

Variable annuity accounts don't guarantee a minimum income. Income fluctuates based on market performance and is directly tied to the accounts' investment returns. A 4% annual investment return is assumed. Generally, if the actual return in a given year is greater than 4% the amount of annuity income will increase; if it is less than 4%, the income will decrease. To learn more about investments that offer lifetime annuity income, please access the web link provided in the Performance and Fee Information section.

RESTRICTIONS / FEES

- You may not begin a one-life annuity after you attain age 90, nor may you begin a two-life annuity after you or your annuity partner attains age 90.

- Subject to contract terms, if your accumulation is less than $5,000 on your annuity starting date, TIAA may choose instead to pay your accumulations to you in a single sum.
- If your annuity payment would be less than $100, TIAA has the right to change the payment frequency which would result in a payment of $100 or more.
- Once you have elected a lifetime annuity, your election is irrevocable.
- Upon annuitization of CREF accumulations, the expenses associated with CREF will be the same as the R3 Class regardless of the CREF Class prior to annuitization.

Please visit www.TIAA.org/public/support/faqs for FAQs about TIAA products, services & support.

Fees and expenses are only one of many factors to consider when you decide to invest in an option. You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals. The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's website for an example showing the long-term effect of fees and expenses at www.dol.gov/sites/default/files/ebsa/about-ebsa/our-activities/resource-center/publications/a-look-at-401k-plan-fees.pdf.

Other service provider important additional information:

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TIAA important additional information:

The returns quoted represent past performance, which is no guarantee of future results. Returns and the principal value of your investment will fluctuate. Current performance may be higher or lower than that shown, and you may have a gain or a loss when you redeem your investments. Expense ratios shown are based on the most recent information available, but may not reflect all updates. Please consult the most recent prospectus or offering document for more detailed information.

Variable return investments (mutual funds and/or variable annuities) are offered through your plan sponsor's retirement plan. Funds are offered at that day's net asset value (NAV), and the performance is displayed accordingly. Performance at NAV does not reflect sales charges, which are waived through your retirement plan. If included, the sales charges would have reduced the performance as quoted.

If a variable return investment option includes performance for periods beyond its inception date that performance is based on the performance of an older share class of the investment option. Such performance has not been restated to reflect expense differences between the two classes. If expense differences had been reflected, performance for these periods would be lower or higher than stated.

Expense ratios shown are based on the most recent information available, but may not reflect all updates and may differ slightly from the prospectus due to rounding. Please consult the most recent prospectus or offering document for more detailed information.

TIAA provides information on restrictions on record kept investment options, as well as performance and product information for all proprietary investment options. TIAA assumes no responsibility for damages or losses arising from the use of such information, and has not independently verified the accuracy or completeness of such information.

The Morningstar Category classifies an investment option based on its investment style as measured by underlying portfolio holdings (portfolio statistics and compositions over the past three years). If the investment option is new and has no portfolio, Morningstar estimates where it will fall before assigning a more permanent category. When necessary, Morningstar may change a category assignment based on current information.

There are inherent risks in investing in variable return investments including loss of principal. Please read the prospectus and carefully consider the investment objectives, risks, charges and expenses before investing.

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