

**ERISA INFORMATION
THE FOLLOWING NOTICE
CONTAINS IMPORTANT INFORMATION**

This employee welfare plan (Plan) is subject to certain requirements of the Employee Retirement Income Security Act of 1974 (ERISA), as amended. ERISA requires that you receive a Statement of ERISA Rights, a description of Claim Procedures, and other specific information about the plan.

The benefits described in your booklet-certificate (Booklet) are provided under a financial services policy (Policy) issued by TIAA-CREF (Financial Services Company) and are subject to the Policy's terms and conditions. The Policy is incorporated into, and forms a part of, the Plan. The Plan has designated and named the Financial Services Company as the claims fiduciary for benefits under the Policy. The Plan has granted the Financial Services Company full discretion and authority to determine eligibility for benefits and to construe and interpret all terms and provisions of the Policy.

A copy of the Plan is available for your review during normal working hours in the office of the Plan Administrator, or in the 'Personnel Forms' folder on the internal network.

1. Plan Name

Supplemental Retirement Annuity and Retirement Annuity Plans for Employees of Vermont Law School.

2. Plan Number

Retirement Annuity – 001

Supplemental Retirement Annuity – 002

3. Employer/Plan Sponsor

VERMONT LAW SCHOOL
P.O. Box 96
South Royalton, VT 05068

4. Employer Identification Number

23-7251952

5. Type of Plan

Pension benefit plan providing retirement annuity accounts.

6. Plan Administrator

VERMONT LAW SCHOOL
P.O. Box 96
South Royalton, VT 05068

7. Agent for Service of Legal Process

For the Plan

VERMONT LAW SCHOOL
P.O. Box 96
South Royalton, VT 05068

For the Policy

TIAA-CREF Financial Services
P.O. Box 1259
Charlotte, NC 28201

8. Sources of Contributions

Supplemental Retirement Annuity

Eligible Employees may contribute a dollar or percentage of salary amount of their choosing into the Supplemental Retirement Annuity on a per pay period basis.

Retirement Annuity

Upon an Employee's completion of two consecutive years of at least 1,000 hours of service per year, Vermont Law School will contribute 8% of an employee's base annual wages to the Retirement Annuity. A new hire coming from another position in higher education may be eligible for exemption from the waiting period.

9. Type of Administration

The plan is administered by the Plan Administrator with benefits provided in accordance with the provisions of the applicable group plan.

10. The Plan and its records are kept on a Plan Year basis.

11. Labor Organizations

None.

12. Names and Addresses of Trustees

None.

13. Plan Amendment Procedure

The Plan Administrator reserves full authority, at its sole discretion, to terminate, suspend, withdraw, reduce, amend, or modify the Plan, in whole or part, at any time, without prior notice.

The Employer also reserves the right to adjust your share of the cost to continue coverage by the same procedures.