



# Dartmouth College 401(a) Defined Contribution Plan and Supplemental Retirement Account (SRA) Plan

## Welcome to the Dartmouth College 401(a) Defined Contribution Plan and Supplemental Retirement Account (SRA) Plan!



Dartmouth College offers a retirement program for benefits-eligible regular employees. The retirement program consists of two separate retirement plans: The 401(a) and the SRA Plans.

Your Dartmouth College employer contributions are directed to the 401(a) Plan and your voluntary contributions are directed to the SRA Plan. Dartmouth College offers Fidelity Investments® and TIAA as retirement service providers. While these are separate plans, together they operate to help you increase your future retirement income.

The following plan highlights provide information about the retirement plans. To learn more about the available investment options log on to your NetBenefits® account at [www.netbenefits.com/Dartmouth](http://www.netbenefits.com/Dartmouth) or contact the Retirement Service Center at **800-343-0860**, Monday through Friday from 8:30 a.m. to 8:00 p.m. Eastern time, if you have questions or need assistance with enrolling in the retirement plans.

401(a) Plan Highlights	
<b>Eligibility</b>	Your participation begins on your first day of work as a benefits-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.
<b>Enrollment</b>	<p>Enrolling in the plan online is easy!</p> <p>After logging on too NetBenefits, follow the steps below.</p> <p>If you do not enroll in the 401(a) Plan, your employer contributions will be defaulted to Fidelity and invested into a Vanguard Institutional Target Retirement Fund with the target date closest to when you turn 65. Target Date Funds are an asset mix of stocks, bonds and other investments that automatically becomes more conservative as the fund approaches its target retirement date and beyond. Principal invested is not guaranteed.</p>

	<p><b>Step 1:</b> Click <i>Enroll Now</i> at the top of this page and follow the steps to set up your username and password.</p> <p><b>Step 2:</b> Elect your retirement provider - Fidelity Investments or TIAA. You can elect to have all your 401(a) contributions directed to one provider, or a combination of both.</p> <p><b>Step 3:</b> Choose your investment options through your chosen retirement service provider. Investment choices for Fidelity accounts can be made during the enrollment process. For TIAA accounts, investment elections must be made through TIAA. You will receive a prompt to go to the TIAA website at the end of the enrollment process if you have chosen TIAA as a provider.</p> <p><b>Step 4:</b> Be sure to designate your beneficiaries with each of your chosen service provider(s).</p>										
<b>Contribution</b>	<p>Dartmouth will make regular monthly or biweekly contributions on your behalf. The contribution amount is based on a percentage of your eligible compensation and increases with age:</p> <table border="0"> <tr> <td><u>Your Age:</u></td> <td><u>Dartmouth Contribution of Your Base Salary:</u></td> </tr> <tr> <td>21-29</td> <td>3%</td> </tr> <tr> <td>30-34</td> <td>5%</td> </tr> <tr> <td>35-39</td> <td>7%</td> </tr> <tr> <td>40 or older</td> <td>9%</td> </tr> </table> <p>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.</p>	<u>Your Age:</u>	<u>Dartmouth Contribution of Your Base Salary:</u>	21-29	3%	30-34	5%	35-39	7%	40 or older	9%
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<b>Vesting</b>	<p>Plan participants become fully vested after three years of regular employment with Dartmouth. Participants terminating employment with fewer than three (3) years will forfeit their plan accounts.</p>										
<b>Withdrawals</b>	<p>Withdrawals from the plan are generally permitted when you terminate your employment, retire, reach age 59½, become permanently disabled, or have a severe financial hardship, as defined by your plan. Withdrawal transactions are subject to spousal consent.</p> <p>Call the Fidelity Retirement Service Center at <b>800-343-0860</b> for details.</p> <p>Call TIAA <b>800-842-2252</b> for details.</p>										
<b>Loans</b>	<p>Loans are not available in this plan.</p>										

<b>SRA Plan Highlights</b>	
<b>Eligibility</b>	Your participation begins on your first day of work as a benefits-eligible regular employee. If you are not eligible on your first day of work, your participation will begin when you meet all the eligibility requirements.
<b>Enrollment</b>	Enrolling in the plan online is easy!

	<p>After logging on to NetBenefits, follow these steps if you would like to contribute:</p> <p><b>Step 1:</b> Click <i>Enroll Now</i> at the top of this page and follow the steps to set up your username and password.</p> <p><b>Step 2:</b> Elect the percentage/dollar amount you would like to contribute to the SRA Plan.</p> <p><b>Step 3:</b> Select your retirement provider - Fidelity Investments or TIAA. You can elect to have all your SRA contributions directed to one provider, or a combination of both.</p> <p><b>Step 4:</b> Choose your investment options through your chosen retirement service provider. Investment choices for Fidelity accounts can be made during the enrollment process. For TIAA accounts, investment elections must be made through TIAA. You will receive a prompt to go to the TIAA website at the end of the enrollment process if you have chosen TIAA as a provider. If you do not make an investment choice for your TIAA account your contributions will be defaulted into a Vanguard Institutional Target Retirement Fund with the target date closest to when you turn 65. Target Date Funds are an asset mix of stocks, bonds and other investments that automatically becomes more conservative as the fund approaches its target retirement date and beyond. Principal invested is not guaranteed.</p> <p><b>Step 5:</b> Be sure to designate your beneficiaries with each of your chosen retirement service provider(s).</p>
<p><b>Contribution</b></p>	<p>You may elect to contribute a percentage of pay or a dollar amount. The election must be expressed in whole percentages or whole dollar amounts. The minimum amount you can contribute is \$200 per year; the maximum is up to 94 percent of your compensation not to exceed the annual IRS Contribution Limit. All contributions are withheld from each paycheck.</p> <p>You can choose 100% of your contributions to one provider or split your contributions between providers. For example, you can elect to direct 50% to Fidelity and the other 50% to TIAA. Or you can elect any other split you prefer as long as the total equals 100%.</p> <p><b>Please Note:</b> <i>Benefits-eligible employees hired on or after 7/1/09, who contribute to the SRA, will also receive an employer match to their 401(a) Defined Contribution Plan (three-year vesting applies). Dartmouth will match voluntary contributions during the first six years of benefits-eligible employment, up to a lifetime maximum of \$3,000.</i></p>
<p><b>Roth Contributions</b></p>	<p>With Roth contributions, you can make after-tax payroll contributions to your plan and withdraw those contributions tax-free (subject to the terms of the plan). Your earnings may also be withdrawn tax-free if you have a qualified distribution. A qualified distribution, in this case, is one that is taken five tax years after the year of your first Roth contribution and after you have reached age 59½, become disabled, or upon your passing. You</p>

	<p>may elect to contribute a percentage of pay or a dollar amount. The election must be expressed in whole percentages or whole dollar amounts. The minimum amount you can contribute is \$200 per year; the maximum is up to 94 percent of your compensation not to exceed the annual IRS Contribution Limit. All contributions are withheld from each paycheck.</p> <p>You can choose 100% of your contributions to one provider or split your contributions between providers. For example, you can elect to direct 50% to Fidelity and the other 50% to TIAA. Or you can elect any other split you prefer as long as the total equals 100%.</p> <p>Unlike a Roth IRA, there are no income limits to be eligible for a Roth option within an employer-sponsored retirement plan. Generally, a Roth contribution may be beneficial if you expect your tax rate in retirement will be higher than it had been during the years you contributed.</p>
<b>Vesting</b>	<p>You are always 100% vested in all contributions to your plan account, as well as any earnings.</p>
<b>Withdrawals</b>	<p>Withdrawals from the plan are generally permitted when you terminate your employment, retire, reach age 59½, become permanently disabled, or have a severe financial hardship, as defined by your plan. Withdrawal transactions are subject to spousal consent.</p> <p>Call the Fidelity Retirement Service Center at <b>800-343-0860</b> for details.</p> <p>Call TIAA at <b>800-842-2252</b> for details.</p>
<b>Loans</b>	<p>Although your plan account is intended for the future, you may borrow from your account for any reason. The general plan rules are:</p> <ul style="list-style-type: none"> <li>• You are allowed you to borrow up to 50% of your vested account balance.</li> <li>• Roth contributions and earnings are not eligible for loans.</li> <li>• Loan transactions are subject to spousal consent.</li> <li>• The minimum loan amount is \$1,000, and a loan must not exceed \$50,000.</li> <li>• Any outstanding loan balances from the previous 12 months may reduce the amount you have available to borrow.</li> <li>• Loan repayments are through ACH deductions from your bank account.</li> </ul> <p><b>Note:</b> If you fail to repay your loan (based on the original terms of the loan), it will be considered in "default" and treated as a distribution, making it subject to income tax and possibly to a 10% early withdrawal tax penalty. Defaulted loans may also impact your eligibility to request additional loans. Please contact your retirement service provider directly for more information about loan fees (if any) and additional information on taking a loan from your plan.</p>

	<p><b>Fidelity:</b> Call <b>800-343-0860</b> or log on to your account by entering your username and password at the top of the website.</p> <p><b>TIAA:</b> Call <b>800-842-2252</b> or log in to your account by selecting TIAA in the drop-down box under <i>Your Account</i> at the top of the website. You can also log on to your TIAA account at <a href="http://TIAA.org/Dartmouth">TIAA.org/Dartmouth</a>.</p>
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General Information	
<b>Investments</b>	<p>The plans offer you a range of options through Fidelity Investments and TIAA to help you meet your retirement investment goals.</p> <p>Complete descriptions of the plans' investment options and their performance, as well as planning tools to help you choose an appropriate mix, are available online at <a href="http://www.netbenefits.com/Dartmouth">www.netbenefits.com/Dartmouth</a> or directly through your chosen retirement provider.</p>
<b>Beneficiary Designation</b>	<p>If you have not already selected your beneficiaries, or if you have experienced a life-changing event, such as a marriage, a divorce, the birth of a child, or a death in the family, it's time to consider your beneficiary designations. You should designate and update your beneficiary directly with your retirement service provider, Fidelity and/or TIAA.</p> <p>If you have an account with Fidelity, log on to Fidelity NetBenefits®, go to <i>Profile</i> in the navigation bar at the top of your NetBenefits® page and click on the <i>Summary</i> tab and then <i>Beneficiaries</i>. If you do not have access to the internet or prefer to complete your beneficiary information by paper form, please call the Fidelity Retirement Service Center at <b>800-343-0860</b>.</p> <p>If you have an account with TIAA, you can update your beneficiaries online or by calling <b>800-842-2252</b>. Go to TIAA at <a href="http://www.TIAA.org/dartmouth">www.TIAA.org/dartmouth</a> to log on to your account. You can update your beneficiary from the <i>Actions</i> tab.</p>
<b>Confidential Consultation</b>	<p>Now is a great time to schedule an appointment to discuss your goals for retirement.</p> <p>For confidential consultations with Fidelity, call <b>800-343-0860</b> or go online at <a href="http://www.fidelity.com/schedule">http://www.fidelity.com/schedule</a> to schedule an appointment.</p> <p>For confidential consultations with TIAA, call <b>800-732-8353</b> or go online to schedule an appointment at <a href="http://www.tiaa.org/schedulenow">www.tiaa.org/schedulenow</a>.</p>

### Accessing your account

Access your Fidelity plan account online at [www.netbenefits.com/Dartmouth](http://www.netbenefits.com/Dartmouth) or call **800-343-0860** to speak with a Fidelity Representative Monday through Friday, 8:30 a.m. to 8:00 p.m. Eastern time (excluding most holidays). You can also use the automated voice response system, virtually 24 hours a day, 7 days a week.

For access or questions regarding TIAA accounts, please call TIAA at **800-842-2252** weekdays from 8 a.m. to 10 p.m., or Saturday, 9 a.m. to 6 p.m. Eastern time, or access your account online at [www.tiaa.org/dartmouth](http://www.tiaa.org/dartmouth).

***Before investing in any mutual fund, consider the investment objectives, risks, charges, and expenses. Contact Fidelity for a prospectus or, if available, a summary prospectus containing this information. Read it carefully.***

Investing involves risk, including risk of loss.

TIAA and Fidelity Investments are independent entities and are not legally affiliated.

This document provides only a summary of the main features of the Dartmouth College SRA and 401(a) Plans, and the Plan documents will govern in the event of any discrepancies.

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