



Summary of Material Modifications
The Colorado College Retirement Plan

March 1, 2019

This is a Summary of Material Modifications regarding your Colorado College Retirement Plan. It describes important changes to the terms of your Plan.

This Summary of Material Modifications is intended to highlight the changes from the Summary Plan Description (“SPD”) previously provided to you. The SPD is available on the benefits website (www.mybensite.com/coloradocollege) under the ‘Retirement’ tab or you may obtain a copy via email or printed copy by contacting Laurie Mozingo (719-389-6422 or LMozingo@coloradocollege.edu).

1. Summary description of material modification to your retirement plan.

The changes outlined below have been made to your Plan.

Hardship Withdrawals

Beginning January 1, 2019, the sources for hardship withdrawals are expanded to include mandatory and voluntary contributions and earnings thereon to the extent permitted by the Code. Hardship withdrawals are still subject to the purposes specified in the plan and/or the Code.

Participants are no longer required to obtain all nontaxable loans available under the plan before receiving a hardship withdrawal.

Participants who take a hardship withdrawal are no longer required to suspend voluntary contributions after receipt of the hardship withdrawal.

Disability

The definition of disability is clarified for plan purposes as a physical or mental condition for which the employee is:

- (1) receiving disability income under CC’s insured long-term disability plan or
- (2) eligible for and receiving disability benefits from the Social Security Administration

Plan participants may request a copy of the full plan amendment by contacting Laurie Mozingo in the Human Resources office at: LMozingo@coloradocollege.edu or 719-389-6422.