

Plan Highlights

CASE WESTERN RESERVE UNIVERSITY RETIREMENT PLAN (090272)

This material has been designed to give you a general description of the main features of the Case Western Reserve University Retirement Plan. To find up-to-date information on your plan's features, log in to your account at vanguard.com/retirementplans.

Note: If you hold multiple accounts with Vanguard, you may need to select **Employer plans** after logging in to vanguard.com/retirementplans.

You can also refer to the Summary Plan Description or contact Vanguard.

Provisions

Eligibility

You are eligible to participate after one year of service.

Enrollment

To enroll, please contact your human resources department to select a payroll deduction amount. You will then contact Vanguard to enroll online at vanguard.com/enroll. Your plan number is **090272**. To enroll by phone, call Vanguard at **800-523-1188**. Whether enrolling online or by phone, you will be asked the percentage of your pay you want to contribute and how you want to invest your money among the fund choices available.

If you enroll but do not make a fund election, your contributions will be invested in the Vanguard Target Retirement Fund with the target date closest to the year in which you will reach age 65.

Investments in Target Retirement Funds are subject to the risks of their underlying funds. The year in the fund name refers to the approximate year (the target date) when an investor in the fund would retire and leave the workforce. The fund will gradually shift its emphasis from more aggressive investments to more conservative ones based on its target date. The Income Fund has a fixed investment allocation and is designed for investors who are already retired. An investment in a Target Retirement Fund is not guaranteed at any time, including on or after the target date.

Beneficiaries

Be sure to name beneficiaries for your account. Properly designating beneficiaries ensures that, when you pass away, your hard-earned savings are distributed according to your wishes.

To name beneficiaries later, or to update your beneficiary information, log in to your account at vanguard.com/retirementplans.

Employee contributions

You can contribute a minimum of \$25 a month up to the dollar equivalent of 85% of your pay on a pre-tax or Roth 403(b) after-tax basis.

The IRS also limits contributions. For current IRS limits, visit vanguard.com/contributionlimits.

If you contributed to a previous employer's plan this year, be aware that the annual IRS limit applies to the sum of your contributions to all employer plans for this year. You should monitor your contributions to ensure that your total contributions for this year do not exceed the annual IRS limit.

If you are age 50 or older, or will reach age 50 by year's end, *and* you contribute the maximum allowed, you may make catch-up contributions. Catch-up contributions allow you to save above the normal IRS annual limit on a pre-tax or Roth basis.

Provisions

University contributions

Case Western Reserve University will make a contribution based on your annual salary, provided you meet eligibility requirements.

Rollovers

Call Vanguard if you'd like to roll over money to your account from a former employer's eligible plan.

Vesting

Vesting refers to your right of ownership to the money in your account.

You are immediately vested in all contributions and earnings.

Investment options

For the most up-to-date information about the funds available through the plan, please go to

<https://retirementplans.vanguard.com/PubFundChart/cwru/9812>.

Advice services

No matter what your retirement investing needs are, Vanguard's advice, education, and all-in-one fund options can help. We can even do most of the work for you.

Once you're enrolled, you can view your plan's advice, education, and all-in-one fund options online at

vanguard.com/retirementplans.

Note: If you have multiple accounts at Vanguard, you may need to select **Employer plans** after you log in. If you have multiple employer plan accounts, select the plan you'd like to view.

Managing your account

You can take the following actions anytime by logging in to vanguard.com/retirementplans or calling Vanguard at **800-523-1188**:

- Join the plan.
 - Change how your contributions are invested.
 - Move money between funds.
 - Request loans and withdrawals.
 - Process termination distributions.
 - Request rollovers.
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Loans

Although the plan is designed for long-term savings, you can borrow from your account. Your loan payments will come out of your personal bank account. You may only take a loan against assets you contributed to a supplemental account.

Here are the loan provisions:

- Minimum amount: \$1,000.
 - Maximum amount: 50% of your vested account balance up to \$50,000 (or less if you have had an outstanding loan in the past 12 months).
 - Maximum outstanding loans: two.
 - Repayment: up to 5 years for a general purpose loan; up to 15 years for a loan taken to purchase a principal residence.
 - Origination fee (per loan): \$50 when applying online or through VOICE; \$100 when applying by phone with personal assistance from a Vanguard associate.
 - Maintenance fee (per year): \$25.
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Provisions

Withdrawals*

You can withdraw money from your account under certain circumstances:

Age 59½ withdrawals. Once you reach age 59½, you may withdraw assets you contributed to a supplemental account. University or pre-1994 employee contributions are not eligible for withdrawal while you are still employed by Case Western Reserve University.

Hardship withdrawals. You can withdraw money from your account for a serious financial hardship, including:

- Purchase of a principal residence.
- Unreimbursed medical expenses.
- Tuition and fees for postsecondary education.
- Prevention of eviction or mortgage foreclosure.
- Burial or funeral expenses for a parent, spouse, child, or dependent.
- Certain expenses for repairing your principal residence if the expenses qualify as a casualty deduction.

If you are still employed by Case Western Reserve University, you may only withdraw assets you contributed to a supplemental account. University or pre-1994 employee contributions are not eligible for withdrawal.

Qualified birth or adoption distributions (QBAD) withdrawals. You can withdraw up to \$5,000 from your account for a QBAD. The withdrawal must be taken within one year of the date of birth or the date the legal adoption is finalized. Certain restrictions apply.

Separation from service withdrawals. You can withdraw money from your account when you separate from service with Case Western Reserve University

Distributions*

You are eligible to receive your vested account balance upon retirement, termination of employment, or total and permanent disability.

***Taxes:** Taking money from your retirement account can affect how much you'll have to pay in taxes. You'll owe taxes on pre-tax money. You won't owe taxes on Roth earnings as long as you are age 59½ or older and it's been at least five years since your first Roth contribution. If required by law, Vanguard will withhold some taxes for you. You may need to pay a 10% federal penalty tax if you take money out early.

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Whenever you invest, there's a chance you could lose the money.

Before you invest, get the details. Consider the fund's objective, risks, charges, and expenses. The fund's prospectus (or summary prospectus, if available) will tell you these important facts and more. So read it carefully. Call Vanguard at 800-523-1188 to get one. Or you can find one at vanguard.com.

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Participant Education

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