

Your future starts here



Your guide to the
Seattle Pacific University Employee Savings
Plan - 403(b)

Engaging the culture, changing the world®



Brighten Your Outlook®



Rainy



Cloudy



Partly Sunny



Sunny



Brighten Your Outlook

Welcome to Transamerica Retirement Solutions. With over 75 years' experience in retirement services, we're dedicated to helping you from the day you start saving to the day you retire—and every day after that. This guide provides tools and information to develop your retirement savings strategy quickly and easily.

What you should know

You have a valuable benefit. Retirement might seem like a subject for another day. But your Retirement plan is an important benefit you shouldn't overlook. Your plan offers a powerful way to enhance your long-term financial well-being—by investing in yourself. It helps you brighten *Your Retirement Outlook*SM (our barometer of your progress toward retirement readiness) to handle what could be the biggest expense of your life.

You'll get some powerful planning tools. On your **plan website** you'll find what you need to make smart decisions, from our interactive tools to our automated investment services. Our mobile app, **My TRSRetire**, lets you put your plan in your pocket. And no matter how you access your account, you'll always know *Your Retirement Outlook* with a personalized "weather icon" (rainy, cloudy, partly sunny, or sunny) that makes it easy to see if your strategy has you on course toward your retirement income goal—or if you need to take action.

We're here to help. From easy-to-understand education to award-winning customer service, we'll be with you every step of the way to and throughout retirement.

What you should do

Set up your account. Unless you've *already* made elections for your account, **you're automatically enrolled** in the plan! So, **go to your plan website** (follow the instructions to create a username and password, choose contributions, investments, and more) or **call our toll-free number** (follow the prompts to set up your PIN, then make your choices).

Determine your contribution rate. 3% is a good start. However, experts agree that most people will need to contribute at *least* 10% of pay to meet their income needs throughout retirement. The tools on your plan website can help you decide how much to save.

Determine your investing style. Your plan enables you to diversify and rebalance your investments by making a single decision—or you can build your own portfolio by choosing among a wide range of carefully screened investment options.

Name your beneficiaries. This simple but important step ensures that upon your death your account assets will go where you choose. Look for "Beneficiaries" in your account Home menu on your plan website.

Make the most of your plan

Complete your retirement profile in our **OnTrack®** tool for a comprehensive view of *Your Retirement Outlook* and specific ways you may be able to improve it. To get started, sign in to your account and click "Update" on your Account Overview page or "OnTrack" in the Resource Center menu.

Make sure you're saving enough. If your target seems out of reach, our annual **auto-increase** service can help you get there gradually. Get started by signing in to your account; from the Manage menu, select "Contributions" then elect "auto-increase." If you'll be at least age 50 this year, consider making extra "**catch-up**" contributions of up to \$6,000 above the regular IRS limit.

Sign up for e-documents. Electronic delivery of statements, confirmations, notices, and investment materials can save you time and reduce your clutter.

Consider consolidating. If you have retirement accounts with other financial providers or in IRAs, you may **roll over**, or transfer, any portion of your balances to your plan account at any time. This could make planning easier, simplify your finances, and offer other benefits. Just make sure to review transfer fees other providers may impose, and consider whether a move would change features or benefits that may be important to you. For step-by-step guidance, email us at consolidate@transamerica.com or call **800-275-8714**.

Employer-sponsored retirement plans may have features that you may find beneficial such as access to institutional funds, fiduciary selected investments, and other ERISA protections not afforded other investors. In deciding whether to do a rollover from a retirement plan, be sure to consider whether the asset transfer changes any features or benefits that may be important to you. Review the fees and expenses you pay, including any charges associated with transferring your account, to see if rolling over into an IRA or consolidating your accounts could help reduce your costs.

Count on us. Get started today—go to your plan website or call our toll-free number for personalized account assistance, investment guidance, and retirement planning support.





Plan highlights for the Seattle Pacific University Employee Savings Plan - 403(b)

These highlights represent only an overview of plan provisions. For full details, including any conditions or restrictions, please refer to the Summary Plan Description (SPD) available from your benefits office.

Your contributions

Employee Pre-Tax

Roth Contribution

Eligibility

You are immediately eligible for this contribution.

Automatic enrollment

Once you're eligible, unless you choose otherwise you will be enrolled in this plan with contributions deducted from your pay before taxes at 3%, and your contributions will be allocated to the "default" investment chosen by your plan sponsor. This will start as soon as administratively feasible after your plan entry date or 30 days after your date of hire, whichever is later. Also, *unless you change your contributions*, your savings rate will increase automatically each year until it reaches the rate shown below.

Starting contribution rate: 3%

Annual increase: 1%

Increase will occur: on a date determined by your employer

Increases will stop when contributions reach: 6%

Note: You will not be auto-enrolled if your employment status is:

- Adjunct Faculty
- Temporary/Short Hour
- Students
- A nonresident alien

How much you can contribute

Your traditional contributions are deducted from your paycheck before taxes each pay period. The IRS limits how much you can contribute each year; the current IRS annual limit is \$18,000. If you are (or will be) at least age 50 during the current calendar year, you can make additional "catch-up" contributions (\$6,000) above the regular IRS annual limit for the year.

Your plan allows you to contribute up to the maximum allowed by law.

- You may increase or decrease your contribution once per payroll period. You may stop your contributions at any time. Changes will go into effect as soon as administratively feasible.
- Also, your plan offers the auto-increase service, which lets you schedule automatic annual increases to your contribution rate by an amount you choose. (You can sign up, make changes, or cancel online.)



Pretax or Roth Contributions?

You may save with traditional before tax dollars, after-tax Roth dollars, or a combination of both, up to the overall limits noted previously. In general, which to choose depends on whether you think you'll be in a higher or lower federal tax bracket when you withdraw your money than you are now. The Roth calculator on your plan website can help you determine which may be right for you.

Vesting

Vesting refers to your "ownership" of your account—the portion to which you are entitled even if you leave the plan. You are always 100% vested in your own contributions plus any earnings on them (including any rollover or transfer contributions you have made).

Key provisions (all contribution types)

Note: You may *not* participate in the plan if you are:

- Students
- A nonresident alien

Investment choices

You decide how your account will be invested among the available choices. For detailed, up-to-date information on the investment options in your plan, including possible trading restrictions, please visit my.trsuretire.com.

Seattle Pacific University has chosen a Qualified Default Investment Alternative (QDIA) in accordance with the legal requirements under section 404(c)(5) of ERISA and regulations thereunder. This means that a plan fiduciary should not be liable for any investment losses that result notwithstanding that you did not affirmatively elect to invest in the QDIA. This relief from liability applies whether or not the Plan is intended to be a 404(c) plan. Therefore, unless you choose otherwise, your account will be invested in the QDIA, Vanguard Target Retirement Funds, which is a group of single target date funds; one will be chosen based on your assumed retirement age of 65.

The way contributions are invested in your account is referred to as your "investment allocation". You may change your allocation at any time.

In addition, you may transfer existing balances among your investment choices at any time (transfers may be subject to certain restrictions).

Target Date Funds: *These options generally invest in a mix of stocks, bonds, cash equivalents, and potentially other asset classes, either directly or via underlying investments, and may be subject to all of the risks of these asset classes. The allocations become more conservative over time: The percentage of assets allocated to stocks will decrease while the percentage allocated to bonds will increase as the target date approaches. The higher the allocation is to stocks, the greater the risk. The principal value of the investment option is never guaranteed, including at and after the target date.*

Loans

You may borrow from your account based on the following provisions (as a general rule, loans should be taken from retirement savings only as a last resort):

Minimum loan amount: \$1,000

Maximum loan amount: 50% of your vested account balance up to \$50,000, less your highest outstanding balance in the last 12 months, whichever is less.

Interest rate: Prime interest rate (as stated in *The Wall Street Journal*) plus 1%



Loan term: General loan: 1 - 5 Years

Home loan: 1 - 15 Years

Outstanding loans allowed: 1

Withdrawals and distributions

In service

You may withdraw your vested balance while employed if you:

- Are at least age 59½
- In-service withdrawal of certain contributions at any time
- Experience financial hardship as defined in your Summary Plan Description

After service

You may take distributions of vested funds from your account if you:

- Retire at the plan's normal retirement age 65
- Terminate employment
- Become disabled

In addition, upon your death, your designated beneficiaries will receive any vested amount remaining in your account.

Generally, if you're no longer actively working for your employer as of April 1 of the year after you reach age 70 1/2, you are required to begin taking required minimum distributions (RMDs) from your account.

Expenses and fees

Your costs to participate in the plan may include:

- General plan administrative fees for ongoing services such as recordkeeping, website management, and communication services.
- Investment expenses for operating and management expenses charged by the investment providers.
- Service fees on individual transactions initiated by you such as loans, certain withdrawals, overnight payments, etc.
- Also, in some cases your account may receive plan service credits if revenue we receive from fund companies toward plan administration is greater than the annual administrative fee.

For details on administrative fees and credits (if applicable), please see "Important Information Regarding your Plan" at the end of this guide. Except for investment expenses, which are deducted from the investments you hold and reflected in your investment returns, actual fees and credits will appear on your quarterly account statements.

404(c) Notice

Your plan is intended to comply with ERISA section 404(c) and final regulation 2550.404c-1 of the Internal Revenue Code. This means you have the flexibility (and responsibility) to choose among the investment options provided under the plan in a way that best meets your objectives. In general, by providing you with this ability and a variety of investment choices, neither your plan sponsor nor Transamerica Retirement Solutions is liable for any losses that occur as a direct result of investment in the available options as directed by you or your beneficiary.

In addition to the information in this guide, you can obtain, upon request:

- Prospectuses, summary prospectuses, or similar documents relating to each investment option.
- Financial statements or reports or similar materials relating to each investment option.
- Information regarding the value of shares or units in the investment options as well as the date of valuation. (Please see your account statement.)

- A list of the assets comprising the portfolio of each investment option which will constitute "plan assets" under Reg. 2510.3-101, and the value of each such asset.

For any of the above, please contact:

Nicole Custer
Associate Director, HR
Seattle Pacific University
3307 Third Avenue West, Ste 302
Seattle, WA 98119
Phone: 206-281-2676

Important: The projections or other information generated by the OnTrack® tool regarding the likelihood of various investment outcomes are hypothetical, do not reflect actual investment results, and do not guarantee future results. Results derived from the OnTrack® tool may vary with each use and over time. Please visit my.trsuretire.com for details on the criteria and methodology used, the tool's limitations and key assumptions, and other important information.

You should evaluate your ability to continue the auto-increase service in the event of a prolonged market decline, unexpected expenses, or an unforeseeable emergency. Descriptions of plan features and benefits are subject to the plan document, which will govern in the event of any inconsistencies.

Securities offered by Transamerica Investors Securities Corporation (TISC), 440 Mamaroneck Avenue, Harrison, NY 10528. Seattle Pacific University has selected Transamerica Retirement Solutions as your retirement plan provider, but there are no other affiliations between Seattle Pacific University and Transamerica or its affiliate, TISC.



Your income goal

Most of your retirement income will come from you. Social Security covers only about 38%* of the average retiree's income. For 2015 the typical Social Security benefit was around \$1,310 a month, or slightly over \$15,720 a year. And while some people will receive pension benefits from current or former employer(s), most of your retirement income will likely come from your own savings and investments. This makes it critical that you do as much as you can now to save for your future.

**Fast Facts & Figures About Social Security, 2015*

How much is enough?

A common rule of thumb is that you'll need to replace 80% of your final working salary to maintain your living standard in retirement—though you could need more or may be able to get by on less. To get there, many financial experts recommend that you steer 10% to 15% of your pay toward retirement. But everyone's situation is different. The *Retirement Outlook Estimator*SM tool (in the Resource Center of your plan website) can help you personalize your goal.

Getting your contribution rate to where it should be can seem like an expensive leap from where you stand. So, consider using our auto-increase scheduler to raise your plan contributions gradually — once a year by an amount that's easy to handle, on a date that's easy to remember (say, 2% on your birthday). Thanks to compounding (the earnings on your earnings), even small, regular increases can make a big difference over time. In fact, the sooner you start saving, the less you may have to save to reach your goal. For more information either scan the below QR code or visit our informative presentation at brainshark.com/trs/cost_of_waiting.

Save more



*Retirement Outlook Estimator*SM



Scan with your smartphone to see **how much you need to save.**



The cost of waiting



Scan with your smartphone to see **why it doesn't pay to delay.**

Your investment strategy

If you are automatically enrolled you will be assigned to a "default" investment option for all contributions: Vanguard Target Retirement Funds. To make a different choice, read on!

Asset allocation and diversification

Spreading your risk among different types of investment options is important for building a nest egg that will meet your needs throughout retirement. This way, temporary downturns in one type of investment may not affect your whole retirement savings account. To do so, you should familiarize yourself with two key concepts:

- **Asset allocation**, an overall strategy for dividing your investments across the major asset classes (stocks/equities, bonds/fixed income, and cash equivalents); and
- **Diversification**, or dividing your investments within those classes (for example, among domestic and foreign stocks, shares of large and small companies, bonds of different qualities and terms).

Asset allocation and diversification do not assure or guarantee better performance, cannot eliminate the risk of investment losses, and do not protect against an overall declining market.

Your strategy should depend upon two factors:

- Your **time horizon** (how long you have until you'll need the money).
- Your **risk tolerance** (how well you tend to handle the market's ups and downs).

In general, the longer your time horizon and higher your risk tolerance, the more you may want to focus on stocks, which have outperformed other types of investments over time periods of 20 years or more.





Your plan offers two ways to diversify your investments:

1) Make a single decision

PortfolioXpress®

Transamerica's automatic asset allocation and rebalancing service uses the "core" funds in your plan and the retirement year you choose to present you with a diversified investment mix for today and a "glide path" of adjustments for tomorrow. Once you agree, the service automatically:

- Rebalances your entire account (if needed) and allocates contributions to reflect your mix.
- Rebalances your portfolio each quarter to maintain your mix.
- Adjusts your mix to become more conservative over time.

To sign up (you can turn off the service at any time):

1. Sign in to your account on your plan website.
2. Click PortfolioXpress in the Manage menu.
3. Click button to turn service "On."
4. Review/update your expected "Retire Year."
5. Click "Submit."

Target date funds

Each fund targets its investment mix to a specific year. The fund's manager chooses and rebalances its holdings based on your time horizon: The farther away from the target date, the more the fund will focus on more aggressive stock investments; as the target date approaches, the managers gradually shift their focus toward more conservative bond investments on a schedule called a "glide path." Each fund is designed as a total investment solution, meant for 100% of your account.

If you are automatically enrolled you will be assigned to the fund whose target is closest to the year in which you will turn 65, but you can choose a different fund if you wish. For example, to seek higher long-term gains with higher risk, you might consider a fund whose target is five years later than yours.

(See below for general guidelines; full fund profiles are on your plan website.)

| | |
|-----------------------------------|---------------------------------|
| Vanguard Target Retirement Income | Vanguard Target Retirement 2035 |
| Vanguard Target Retirement 2010 | Vanguard Target Retirement 2040 |
| Vanguard Target Retirement 2015 | Vanguard Target Retirement 2045 |
| Vanguard Target Retirement 2020 | Vanguard Target Retirement 2050 |
| Vanguard Target Retirement 2025 | Vanguard Target Retirement 2055 |
| Vanguard Target Retirement 2030 | Vanguard Target Retirement 2060 |

Target Date Funds: *These options generally invest in a mix of stocks, bonds, cash equivalents, and potentially other asset classes, either directly or via underlying investments, and may be subject to all of the risks of these asset classes. The allocations become more conservative over time: The percentage of assets allocated to stocks will decrease while the percentage allocated to bonds will increase as the target date approaches. The higher the allocation is to stocks, the greater the risk. The principal value of the investment option is never guaranteed, including at and after the target date.*

2) Build your own portfolio



You can build your own portfolio by choosing among the "core" funds in your plan. Your plan offers a wide range of choices that enable you to diversify among various asset classes and investment styles. (Full fund profiles are available on your plan website.)

Once you determine the investment mix that is right for you, your plan's auto-rebalance service can help you maintain your mix automatically (sign up on your plan website). To create your portfolio, go to the Manage menu in your online account to update "Future Allocations" (where to invest new contributions) as well as "Current Allocations" (transfer/exchange existing balances).

| Asset Class | Investment Option | Ticker | Investment Style & Risk |
|--------------------------|---|--------|-------------------------|
| Bonds | | | |
| Short Bonds/Stable/MMkt | TFLIC Guaranteed Pooled Fund | N/A | Stable Value |
| | Lord Abbett Short Duration Income I | LLDYX | Short-Term Bonds |
| Interm./Long-Term Bonds | Pioneer Bond Y | PICYX | Intermediate-Term Bonds |
| | American Indep US Infl-Idx I | FFIHX | Government Bonds |
| Aggressive Bonds | Principal High Yield Inst | PHYTX | High-Yield Bonds |
| Stocks | | | |
| Large-Cap Stocks | BlackRock Equity Dividend I | MADVX | Large-Cap Value Stocks |
| | JPMorgan Disciplined Equity Sel | JDESX | Large-Cap Blend Stocks |
| | TIAA-CREF Social Choice Eq Instl | TISCX | Large-Cap Blend Stocks |
| | Vanguard 500 Index Adm | VFIAX | Large-Cap Blend Stocks |
| | Alger Capital Appreciation Instl I | ALARX | Large-Cap Growth Stocks |
| Small/Mid-Cap Stocks | T. Rowe Price Mid-Cap Value | TRMCX | Mid-Cap Value Stocks |
| | Vanguard Mid-Cap Index Adm | VIMAX | Mid-Cap Blend Stocks |
| | BlackRock US Opportunities Instl | BMCIX | Mid-Cap Growth Stocks |
| | Prudential Small-Cap Value Z | TASVX | Small-Cap Value Stocks |
| | Vanguard Small Cap Index Adm | VSMAX | Small-Cap Blend Stocks |
| | Franklin Small Cap Growth Adv | FSSAX | Small-Cap Growth Stocks |
| | Nuveen Real Estate Secs I | FARCX | Real Estate |
| International Stocks | American Funds EuroPacific Gr R6 | REGX | World/Foreign Stocks |
| | First Eagle Overseas I | SGOIX | World/Foreign Stocks |
| | Invesco International Growth R5 | AIEVX | World/Foreign Stocks |
| | MFS International Value R4 | MINHX | World/Foreign Stocks |
| | Oppenheimer Developing Markets Y | ODVYX | Emerging Market Stocks |
| Multi-Asset/Other | | | |
| Multi-Asset/Other | Fidelity Puritan | FPURX | Balanced |
| | Schwab Personal Choice Retirement Account | N/A | N/A |
| | Vanguard Target Retirement Income | VTINX | Target Date |
| | Vanguard Target Retirement 2010 | VTENX | Target Date |
| | Vanguard Target Retirement 2015 | VTVX | Target Date |





| Asset Class | Investment Option | Ticker | Investment Style & Risk |
|-------------|---------------------------------|--------|-------------------------|
| | Vanguard Target Retirement 2020 | VTWNX | Target Date |
| | Vanguard Target Retirement 2025 | VTTVX | Target Date |
| | Vanguard Target Retirement 2030 | VTHRX | Target Date |
| | Vanguard Target Retirement 2035 | VTTHX | Target Date |
| | Vanguard Target Retirement 2040 | VFORX | Target Date |
| | Vanguard Target Retirement 2045 | VTIVX | Target Date |
| | Vanguard Target Retirement 2050 | VFIFX | Target Date |
| | Vanguard Target Retirement 2055 | VFFVX | Target Date |
| | Vanguard Target Retirement 2060 | VTTSX | Target Date |

For more information on any registered fund, please call our toll-free number for a free summary prospectus (if available) and/or prospectus. You should consider the objectives, risks, charges, and expenses of an investment carefully before investing. The summary prospectus and prospectus contain this and other information. Read them carefully before you invest.

Please see important disclosures to the investment options that follow.

Schwab Personal Choice Retirement Account® (PCRA)

This self-directed account gives you access to additional investment options including over 6,500 mutual funds that are not offered through your retirement program. There is a \$50 annual fee for each plan account for which you select PCRA.



Important Disclosures

Stable Value: *An investment that seeks to preserve principal, and provide consistent returns and liquidity. Stable value investment choices seek capital preservation, but they do carry potential risks. Stable value investment choices may be comprised of or may invest in annuity or investment contracts issued by life insurance companies, banks, and other financial institutions. Stable value investment choices are subject to the risk that the insurance company or other financial institution will fail to meet its commitments, and are also subject to general bond market risks, including interest rate risk and credit risk.*

Short-Term Bonds: *Debt securities issued by governments, corporations, and others, typically with durations of 1 to 3.5 years. The value of bonds changes in response to changes in economic conditions, interest rates, and the creditworthiness of individual issuers. Bonds can lose value as interest rates rise, and an investor can lose principal.*

Intermediate-Term Bonds: *Debt securities issued by governments, corporations, and others, typically with durations of 3.5 to 6 years. The value of bonds changes in response to changes in economic conditions, interest rates, and the creditworthiness of individual issuers. Bonds can lose value as interest rates rise, and an investor can lose principal.*

Government Bonds: *Debt securities issued by governments or their agencies (e.g., U.S. Treasury Bills). The value of bonds changes in response to changes in economic conditions, interest rates, and the creditworthiness of individual issuers. Bonds can lose value as interest rates rise, and an investor can lose principal. Any U.S. government guarantees of the securities pertain only to those securities and not to portfolios that invest in them.*

High-Yield Bonds: *Lower-rated debt securities (commonly referred to as junk bonds). These securities involve additional risks because of the lower credit quality of the securities. The investor should be aware of the possible higher level of volatility and increased risk of default.*

Balanced: *Asset allocation investments may be subject to all of the risks of the asset classes in which they invest, which may include stocks and bonds as well as other types of investments. The higher the investment's allocation to stocks, the greater the risk. Asset allocation and diversification do not assure or guarantee better performance, cannot eliminate the risk of investment losses, and do not protect against an overall declining market.*

Large-Cap Value Stocks: *An investment category that mostly comprises stocks of large companies that are believed to be priced below what they are really worth. Stocks have historically offered the potential for greater long-term returns, but also entail greater short-term risks than other investments. Value stocks may be subject to special risks that have caused the stocks to be out of favor and undervalued in the opinion of the portfolio managers who invest in them.*

Large-Cap Blend Stocks: *An investment category that mostly comprises both value and growth stocks of large companies. Stocks have historically offered the potential for greater long-term returns, but also entail greater short-term risks than other investments. Blend strategies are subject to both growth and value risks.*

Large-Cap Growth Stocks: *An investment category that mostly comprises stocks of large companies whose earnings are expected to grow more quickly than the market average. Stocks have historically offered the potential for greater long-term returns, but also entail greater short-term risks than other investments. Most growth investments offer higher potential capital appreciation but usually at above-average risk. Growth stocks can perform differently than other types of stocks and the market as a whole and can be more volatile than other types of stocks.*

Mid-Cap Value Stocks: *An investment category that mostly comprises stocks of mid-size companies that are believed to be priced below what they are really worth. Stocks have historically offered the potential for greater long-term returns, but also entail greater short-term risks than other investment choices. Mid-cap stocks may be more vulnerable to market downturns, and their prices could be more volatile than those of larger companies. Value stocks may be subject to special risks that have caused the stocks to be out of favor and undervalued in the opinion of the portfolio managers who invest in them.*

Mid-Cap Blend Stocks: *An investment category that mostly comprises a blend of value and growth stocks of mid-size companies. Stocks have historically offered the potential for greater long-term returns, but also entail greater short-term risks than other investment choices. Mid-cap shares may be more vulnerable to market downturns, and their prices could be more volatile, than those of larger companies. Blend strategies are subject to both growth and value risks.*

Mid-Cap Growth Stocks: An investment category that mostly comprises stocks of mid-size companies whose earnings are expected to rise faster than the market average. Stocks have historically offered the potential for greater long-term returns, but also entail greater short-term risks than other investment choices. Mid-cap stocks may be more vulnerable to market downturns, and their prices could be more volatile than those of larger companies. Most growth investments offer higher potential capital appreciation but usually at above-average risk. Growth stocks can perform differently than other types of stocks and the market as a whole and can be more volatile than other types of stocks.

Small-Cap Value Stocks: An investment category that mostly comprises stocks of small companies that are believed to be priced below what they are really worth. Stocks of small companies involve additional risks, including a higher risk of failure, and are not as well established as large, blue-chip companies. Historically, small-company stocks have experienced greater price volatility than the overall market. Value stocks may be subject to special risks that have caused the stocks to be out of favor and undervalued in the opinion of the portfolio managers who invest in them.

Small-Cap Blend Stocks: An investment category that mostly comprises a blend of both value and growth stocks of small companies. Stocks of small companies involve additional risks, including a higher risk of failure, and are not as well established as large, blue-chip companies. Historically, small-company stocks have experienced greater price volatility than the overall market. Blend strategies are subject to both growth and value risks.

Small-Cap Growth Stocks: An investment category that mostly comprises stocks of small companies whose earnings are expected to rise faster than the market average. Small-company stocks involve additional risks, including a higher risk of failure, and are not as well established as large, blue-chip companies. Historically, small-company stocks have experienced greater price volatility than the overall market average. Growth stocks can perform differently than other types of stocks and the market as a whole and can be more volatile than other types of stocks.

Real Estate: This investment category focuses primarily on stocks offered by public real estate companies, for example, real estate investment trusts (REITs). Real estate securities are subject to the risks of owning real estate, including changes in real estate values and property taxes, interest rates, and cash flow of the underlying real estate assets. Investments that concentrate in particular real estate sectors, such as a region or industry, may be subject to greater volatility.

World/Foreign Stocks: This investment category focuses on stocks of companies primarily (world, a.k.a. global) or exclusively (foreign, a.k.a. international) outside the United States and involves special additional risks. These risks include, but are not limited to, currency risk, political risk, and risk associated with varying accounting standards. Investing in emerging, or developing, markets may accentuate these risks.

Emerging Market Stocks: This investment category focuses on stocks of companies in emerging or developing countries or regions. Emerging market stocks involve special additional risks, including but not limited to, currency risk, political risk, and risk associated with varying accounting standards. Historically, emerging market stocks have experienced a greater degree of price volatility than stocks from developed markets.

Target Date Funds: These options generally invest in a mix of stocks, bonds, cash equivalents, and potentially other asset classes, either directly or via underlying investments, and may be subject to all of the risks of these asset classes. The allocations become more conservative over time: The percentage of assets allocated to stocks will decrease while the percentage allocated to bonds will increase as the target date approaches. The higher the allocation is to stocks, the greater the risk. The principal value of the investment option is never guaranteed, including at and after the target date.

PortfolioXpress®: Transamerica's automated allocation and rebalancing service uses your plan's "core" investment options to offer a broadly diversified portfolio (the attached chart illustrates how your mix automatically becomes more conservative over time). PortfolioXpress® is a registered service mark of Transamerica Retirement Solutions Corporation (Transamerica). The service presents a series of asset allocation models based on a designated retirement year. You are solely responsible for selecting the retirement year. In implementing the service, you agree to each of the asset allocation mixes and automated rebalancing transactions that will take place over time within the account. You can change your target retirement year, or turn PortfolioXpress® off, at any time. You will bear the fees of the underlying funds in which your account is invested. You can cancel anytime without penalty. Retirement date portfolios are subject to the same risks as the underlying asset classes in which they invest. The higher the portfolio's allocation to stocks, the greater the risk. The principal value of the portfolio is not guaranteed at any time, including at and after the target date.

Schwab Personal Choice Retirement Account® (PCRA) is not a fund but rather a self-directed brokerage account maintained at Charles Schwab & Co. Inc. You must individually apply for PCRA and are solely responsible for your fund selections made under the PCRA. Commissions and transaction fees may apply to fund trades placed outside of the Schwab Mutual Fund OneSource® program or trades on other investment vehicles available through Schwab. An annual fee of \$50 will be applied by Transamerica if you invest in the Schwab PCRA. Securities purchased through the PCRA are available through Charles Schwab & Co. Inc. (member SIPC). Charles Schwab & Co. Inc. is not affiliated with Transamerica.

You should evaluate your ability to continue the auto-increase service in the event of a prolonged market decline, unexpected expenses, or an unforeseeable emergency.

Descriptions of plan features and benefits are subject to the plan document, which will govern in the event of any inconsistencies.

Group annuity contracts are issued by Transamerica Life Insurance Company (TLIC), 4333 Edgewood Road, NE, Cedar Rapids, Iowa 52499, which is licensed and offers products in all states, except New York. Guarantees of withdrawals provided under SecurePath for Life® are supported by TLIC's general account and are contingent on the claims paying ability of TLIC. Group annuity contracts issued in New York are issued by Transamerica Financial Life Insurance Company (TFLIC), 440 Mamaroneck Avenue, Harrison, NY 10528, which is licensed in New York. Guarantees of withdrawals provided under SecurePath for Life® are supported by TFLIC's general account and are contingent on the claims paying ability of TFLIC. Product features and availability may differ by state.

Transamerica Investors Securities Corporation (TISC), 440 Mamaroneck Avenue, Harrison, NY, 10528, distributes securities products. Any mutual fund offered under the plan is distributed by that particular fund's associated fund family and its affiliated broker-dealer or other broker-dealers with effective selling agreements such as TISC. Bank collective trusts funds, if offered under the plan, are not insured by the FDIC, the Federal Reserve Bank or any other government agency and are not registered with the Securities and Exchange Commission. Group annuity contracts, if offered under the plan, are made available through the applicable insurance company. Any guarantee of principal and/or interest under a group annuity contract is subject to the claims-paying ability of the applicable insurer. Certain investment options made available under the plan may be offered through affiliates of Transamerica Retirement Solutions and TISC. These may include: (1) the Transamerica Funds (registered mutual funds distributed by Transamerica Capital Inc. (TCI) and advised by Transamerica Asset Management, Inc. (TAM)); (2) the Diversified Investment Advisors Collective Trust, a collective trust fund of Massachusetts Fidelity Trust Company (MFTC) (includes the Stable Pooled Fund); (3) group annuity contracts issued by Transamerica Financial Life Insurance Company (TFLIC), 440 Mamaroneck Avenue, Harrison, NY 10528 (includes the Stable Fund, the Fixed Fund, the Guaranteed Pooled Fund, and SecurePath for Life); and (4) group annuity contracts issued by Transamerica Life Insurance Company (TLIC), 4333 Edgewood Road NE, Cedar Rapids, IA 52499 (includes SecurePath for Life). Seattle Pacific University has selected Transamerica as your retirement plan provider, but there are no other affiliations between Seattle Pacific University and Transamerica, TISC, TCI, TAM, MFTC, TFLIC, or TLIC.

Seattle Pacific University Employee Savings Plan - 403(b)

TT069381 00001

Initial Notice of Eligible Automatic Contribution Arrangement (EACA) and Automatic Investment of Contributions under the Plan

To help you fund your retirement, unless you choose otherwise, Seattle Pacific University will enroll you in the Seattle Pacific University Employee Savings Plan - 403(b) ("Plan"). Please see below for details and answers to common questions. For additional information, you can contact your plan service provider, Transamerica Retirement Solutions, by visiting your participant website at my.trsrretire.com or calling **800-755-5801**.

Q. Does the plan's automatic enrollment feature apply to me?

If you are employed by the University and have not made an election through your plan service provider, Transamerica Retirement Solutions, you will be automatically enrolled in the plan as soon as administratively feasible following your plan entry date or 30 days after your date of hire, whichever is later, unless you are an adjunct faculty member, a student enrolled at the University or a Leased Employee. This means 3% of your eligible compensation will be deducted from your paychecks before taxes and allocated to the plan's qualified default investment alternative (QDIA), Vanguard Target Retirement Funds, one will be chosen based on your assumed retirement age of 65.

The automatic enrollment does not apply to adjunct faculty or temporary employees.

You may change your contribution amount and/or your investments, or opt out of the plan entirely, by contacting your plan service provider, Transamerica Retirement Solutions.

If you wish, you may designate some or all of your contributions as "Roth" after-tax. Roth after-tax and traditional pretax contributions offer different tax treatment. Roth contributions are subject to current federal income tax, however, any Roth related earnings will be tax-free for qualified distributions if you hold the account at least five years and are age 59½ or over at the time you take a distribution.

Q. What if I do nothing?

If you do not make an election by your plan entry date, each pay period 3% of your eligible compensation will be contributed to your account. This will start as soon as administratively feasible after your plan entry date or 30 days after your date of hire, whichever is later. Also, your contribution level will increase by 1% each year (unless you choose a different level), until it reaches 6% of your eligible compensation. These increases will occur each year on a date determined by your employer.

Your contributions to the plan are taken out of your eligible compensation and, when designated as traditional pretax are not subject to federal income tax at that time (as well as most states, check your own state's tax rules). Instead, they are contributed to your plan account and may grow over time with earnings. Your account will be subject to federal income tax and state (check your own state's tax rules) only when withdrawn.

You are in charge of how much you contribute, within annual limits set by the Internal Revenue Service. The IRS limit for 2016 is \$18,000. The IRS catchup limit for 2016 is \$6,000.

You may save with traditional pretax dollars, after-tax "Roth" dollars, or a combination of both, up to the overall limits noted above.

If you do not make an election in time to stop your automatic contributions, you may withdraw them within 90 days of the first date they were taken from your compensation. Please note that if you withdraw your automatic contributions, the amount you withdraw will be adjusted for any gain or loss, and subject to federal income tax (but not an extra 10% IRS penalty typically applied to early withdrawals). Also, Seattle Pacific University will treat you as having chosen to make no further contributions. However, you can always choose to continue or restart your contributions by contacting your plan service provider, Transamerica Retirement Solutions.

Note: Your employer has designated your plan as an Eligible Automatic Contribution Arrangement (EACA) under the Internal Revenue Code and the Employee Retirement Income Security Act of 1974 (ERISA), which supersedes any state laws governing employee payroll deductions. This means that if you do not choose a contribution amount (even if zero), your employer may deduct a specified portion of your compensation and contribute it to your account automatically without your prior written consent. For more details, please refer to your Summary Plan Description ("SPD") and any Summary of Material Modifications ("SMM") to that document. You can get additional copies of either document from your employer.

Q. How will my plan account be invested?

You have the right to direct the investments within your plan account. The way contributions are invested in your account is referred to as your "investment allocation".

You can elect or change how your contributions and existing assets are invested as well as obtain information on the other investment alternatives available under the plan by contacting your plan service provider, Transamerica Retirement Solutions. Any such election or change by you, whether by making a transfer, or submitting a new investment allocation, will be considered an affirmative investment election.

Seattle Pacific University has chosen the default investment alternative as a qualified default investment alternative (QDIA) in accordance with the legal requirements under section 404(c)(5) of ERISA. This means that even though you did not elect to invest in the QDIA, the plan fiduciary should not be liable for any investment losses. This relief from liability applies whether or not the plan is intended to be a 404(c) plan. You have the right to transfer your investment in the default investment alternative to any other available investment alternative under the plan by contacting your plan service provider, Transamerica Retirement Solutions. Therefore, unless you choose otherwise, your account will be invested in the QDIA, Vanguard Target Retirement Funds, which is a group of single target date funds; one will be chosen based on your assumed retirement age of 65.

| Fund Family Name | Year in Which You Turn 65 |
|-----------------------------------|----------------------------------|
| Vanguard Target Retirement Income | 2007 or earlier |
| Vanguard Target Retirement 2010 | from 2008 to 2012 |
| Vanguard Target Retirement 2015 | from 2013 to 2017 |
| Vanguard Target Retirement 2020 | from 2018 to 2022 |
| Vanguard Target Retirement 2025 | from 2023 to 2027 |
| Vanguard Target Retirement 2030 | from 2028 to 2032 |
| Vanguard Target Retirement 2035 | from 2033 to 2037 |
| Vanguard Target Retirement 2040 | from 2038 to 2042 |
| Vanguard Target Retirement 2045 | from 2043 to 2047 |
| Vanguard Target Retirement 2050 | from 2048 to 2052 |
| Vanguard Target Retirement 2055 | from 2053 to 2057 |
| Vanguard Target Retirement 2060 | 2058 or later |

Target Date Funds: *These options generally invest in a mix of stocks, bonds, cash equivalents, and potentially other asset classes, either directly or via underlying investments, and may be subject to all of the risks of these asset classes. The allocations become more conservative over time: The percentage of assets allocated to stocks will decrease while the percentage allocated to bonds will increase as the target date approaches. The higher the allocation is to stocks, the greater the risk. The principal value of the investment option is never guaranteed, including at and after the target date.*

For more information about the plan default investment, additional details and individual fund profiles are available on your plan website at my.trsuretire.com.

Q. When will my plan account be vested?

Vesting refers to your "ownership" of your account—the portion to which you are entitled even if you leave the plan. You are always 100% vested in your own contributions plus any earnings on them (including any rollover or transfer contributions you have made).

For more information on any registered fund, please call 800-755-5801 for a free summary prospectus (if available) and/or prospectus. You should consider the objectives, risks, charges, and expenses of an investment carefully before investing. The summary prospectus and prospectus contain this and other information. Read them carefully before you invest.

Securities offered by Transamerica Investors Securities Corporation (TISC), 440 Mamaroneck Avenue, Harrison, NY 10528. Seattle Pacific University has selected Transamerica Retirement Solutions (Transamerica) as your retirement plan provider, but there are no other affiliations between Seattle Pacific University and Transamerica or its affiliate, TISC.

If you have any questions about how the plan works or your rights and obligations under the plan, please call **800-755-5801**. We can also assist in providing you a copy of your Summary Plan Description.

Si necesita aclaraciones en español, llame al número gratuito de Transamerica **1-800-755-5801**, diga "Español" para continuar en su idioma. Después de suministrar su información, inmediatamente diga "Servicio al cliente" y uno de nuestros representantes contestará sus preguntas.

Produced 12/15 PT-13162

© 2014 Transamerica Retirement Solutions Corporation

This page intentionally left blank.



Seattle Pacific University Employee Savings Plan - 403(b)

TT069381 00001

IMPORTANT INFORMATION REGARDING YOUR PLAN

We want you to enjoy the many features and benefits of your retirement plan. We also want to make sure you understand your plan and investment fees. The enclosed report details the types and amounts of fees that may apply to your account, depending on which features and investments you choose.

The report is organized into multiple sections:

- **General Plan Information** offers an overview of your plan.
- **Potential General Administrative Fees and Expenses** may be charged against everyone's account in the plan to cover the day-to-day costs of operating the plan.
- **Potential Individual Fees and Expenses** are associated with certain plan features or services and apply only to participants who use the particular features or services.
- **Investment Information** details each of the options available in your plan. This section features up to three tables, depending on what your plan offers. This may include investments with variable rates of return, such as mutual funds or those with fixed or stated rates of return, such as some stable value funds. Details include:
 - **Historical performance** for each variable option and its "benchmark," typically a broad market index used for comparison.
 - **Expenses**, including fund operating costs which are automatically deducted from your investment returns. (The specific expenses that apply to you will depend on how your account is invested.)

You may receive this information electronically by signing up for e-documents at my.trsuretire.com.

Visit my.trsuretire.com to access the report and other related materials, including a glossary of terms. To access the participant fee disclosure document, visit my.trsuretire.com, and select "investments and associated fees" from the Funds and Fee Information heading. If you are not enrolled in the plan, enter the account number from the upper right-hand corner of this document and click "Submit." If you are already enrolled, enter your customer ID and password and click "Sign in."

In addition, your quarterly statement will show the specific fees that have been applied to your account (except any fund expenses netted directly from your investment returns) during the statement period.

If you have any questions, please sign in to your account at my.trsuretire.com and click on Help, or call us at **800-755-5801**.

Si necesita aclaraciones en español, llame al número gratuito de Transamerica 1-800-755-5801 y diga "Español" para continuar en su idioma. Después de suministrar su información, inmediatamente diga "Servicio al cliente" y con mucho gusto uno de nuestros representantes contestará sus preguntas.



Seattle Pacific University Employee Savings Plan - 403(b)

TT069381 00001

IMPORTANT INFORMATION REGARDING YOUR PLAN

Disclosure Chart as of December 25, 2015

Your plan offers a convenient way to save for retirement, and provides unique features and benefits not available elsewhere. You have the opportunity to make the plan work harder for you by committing early to disciplined savings, taking full advantage of the tools and services available, maintaining a long-term investment strategy, and understanding the plan, including investment options and fees. This document is required to be sent to you to help you understand your retirement plan and will be updated annually and when certain types of changes are made. Although you should review this important information, no action is required on your part.

General Plan Information

| | |
|---|---|
| How to Direct Your Investments | You decide how your account will be invested among the available investment options by calling 800-755-5801 or going to my.trsrretire.com . |
| Transfer and/or Investment Allocation Restrictions | <p>There are no transfer restrictions imposed by the Plan. Please see Table 1 for transfer restrictions that may be imposed by the investment options.</p> <p>You may change your investment allocation at any time. No plan level allocation restrictions apply.</p> <p>Investment Allocations for future contributions to the Personal Choice Retirement Account (PCRA) are not permitted. A PCRA may be opened via a transfer from other investment options. There is a \$1,000 minimum to open an account and a \$250 minimum for subsequent transfers into PCRA.</p> |
| Voting, tender and similar rights and restrictions on such rights | <u>Mutual Funds</u> —Plan participants shall have the right to exercise voting and tender rights attributable to mutual funds offered under the Plan. <u>Self Directed Brokerage Accounts</u> —Plan participants shall have the right to exercise voting and tender rights attributable to securities held in an outside brokerage window offered under the Plan. |
| List of Investment Alternatives | For the listing of the Plan's investment alternatives, please see the attached Comparative Investment Chart. Your plan also offers PortfolioXpress. PortfolioXpress is a service that provides an investment mix of the designated investment alternatives offered under your plan based on the target retirement year you select. Your account is rebalanced to become more conservative as you approach your target retirement year. |
| Personal Choice Retirement Account (PCRA) Description | To supplement the investment funds offered under your plan, you may choose to open a Schwab Personal Choice Retirement Account® (PCRA). This is a self-directed brokerage account that allows you to direct the investment of your account in investment options other than those offered under the plan. By establishing a PCRA, you assume responsibility for controlling your investments. For more information on establishing and maintaining a PCRA, please call Transamerica at 800-755-5801. |

Potential General Administrative Fees and Expenses

| | |
|----------------------------------|--|
| Administrative Fee — Per Account | <p>When applicable, other general administrative fees for plan services (e.g., legal, accounting, auditing, recordkeeping) may from time to time be deducted as a fixed dollar amount from your account.</p> <p>The actual amount deducted from your account, as well as a description of the services to which the fees relate will be reported on your quarterly benefit statements.</p> |
|----------------------------------|--|

Seattle Pacific University Employee Savings Plan - 403(b) TT069381 00001

| | |
|-------------------------------|--|
| Administrative Fee — Pro Rata | <p>The plan incurs general administrative fees for ongoing plan administrative services (e.g., recordkeeping) of up to 0.2% annually of assets held in the plan investment options. These fees may be paid, in whole or in part, from revenue (e.g., 12b-1 fees, administrative fees) that Transamerica Retirement Solutions or its affiliates receive based upon the plan's investment options. If this revenue is not adequate to cover the fees, the plan administrator will decide if the shortfall will be deducted on a pro rata basis across some or all investment options held in your account or as a fixed dollar amount from your account, unless paid from other sources.</p> <p>General administrative fees other than the charge above, for administrative services (e.g., legal, accounting and auditing) may from time to time be deducted on a pro rata basis across some or all investment options held in your account.</p> <p>The actual amounts deducted from your account, as well as a description of the services to which the fees relate will be reported on your quarterly benefit statements.</p> |
| Plan Service Credit | <p>Plan service credit represents an expense refund for one or more of the investment funds offered by your plan. When applicable, a plan service credit is added to your account and lowers the effective annual expense ratios of the investment fund(s) for which a plan service credit applies. Any plan service credit will be reported on your quarterly benefit statements.</p> |

Potential Individual Fees and Expenses — applicable only to those using specific features or services

| | |
|-----------------------------|--|
| Full Distribution Fee | <p>A fee of \$25.00 that is deducted from your account when you take a full distribution from your account when you terminate employment or retire. The fee is also applicable to the final distribution from a former participant's account who has taken unscheduled systematic withdrawals and for contract exchanges to another service provider. The fee is waived if the distribution is made due to death, disability, the purchase of an annuity through Transamerica, a direct rollover to a Transamerica IRA and any distribution from a beneficiary's account. The amount deducted from your account will be reported on your quarterly benefit statement. The fee and the related service will be identified as a Distribution Processing Fee.</p> |
| Hardship Withdrawal Fee | <p>A fee of \$25.00 that is deducted from your account when you take a hardship withdrawal from your account. The amount deducted from your account will be reported on your quarterly benefit statement. The fee and the related service will be identified as a Distribution Processing Fee.</p> |
| In-service Distribution Fee | <p>A fee of \$25.00 that is deducted from your account when you take an in-service distribution from your account and for a contract exchange to another service provider. The fee is waived for direct rollovers to a Transamerica IRA, Required Minimum Distributions and distributions made from a beneficiary's account. The amount deducted from your account will be reported on your quarterly benefit statement. The fee and the related service will be identified as a Distribution Processing Fee.</p> |
| Loan Maintenance Fee | <p>You may borrow from the Plan, using your account as security (conditions and restrictions may apply). A quarterly loan maintenance fee of \$6.25 is deducted from your account, except in the Plan quarter in which the loan is issued and paid off, when you take a loan from the Plan. The amount deducted from your account will be reported on your quarterly benefit statement. The fee and the related service will be identified as a Loan Maintenance Fee.</p> |
| Loan Set-up Fee | <p>You may borrow from the plan, using your account as security (conditions and restrictions may apply). A one-time set-up fee of \$75.00 will be deducted from your account. The amount deducted from your account, as well as a description of the services to which the fee relates, will be reported on your quarterly benefit statement.</p> |
| Overnight Check Fee | <p>A fee of up to \$50.00 will be deducted from your account in the event you request a check be sent overnight to you. The amount deducted from your account, as well as a description of the services to which the fee relates, will be reported on your quarterly benefit statement.</p> |

| | |
|---|---|
| Personal Choice Retirement Account (PCRA) Fee | <p>An annual fee of \$50.00 will be withdrawn from your Transamerica account and will appear on your Transamerica statement. This fee is expressed as a fixed dollar amount.</p> <p>You may trade many funds with no loads and no transaction fees through Schwab's Mutual Fund OneSource® service. Certain funds in Schwab's Mutual Fund Marketplace are available with no transaction fees, but have 12b-1 fees in excess of .25% and therefore cannot be called "OneSource" funds. Commissions and transaction fees may apply to fund trades placed outside of Mutual Fund OneSource or trades on other investment vehicles available through Schwab. To learn about any fees associated with the purchase or sale of a particular investment before making a purchase or sell through your PCRA, access your account online at www.schwab.com or contact the Schwab PCRA Call Center at 888-393-PCRA(7272). Schwab fees will appear on your separate PCRA statement directly from Schwab.</p> |
| QDRO Fee | <p>A fee of \$250.00 that is deducted from your account when your account is divided as a result of a Qualified Domestic Relations Order. The amount deducted from your account will be reported on your quarterly benefit statement as a Distribution Processing Fee. The fee and the related service will be identified as a Distribution Processing Fee.</p> |
| Returned Check — Insufficient Funds | <p>A fee of up to \$50.00 will be deducted from your account in the event a check is returned for insufficient funds. The amount deducted from your account, as well as a description of the services to which the fee relates, will be reported on your quarterly benefit statement.</p> |
| Shareholder Type Fees | <p>For applicable redemption fees, please see the Investment Information section. Changes in these fees are announced separately. The amount deducted from your account, as well as a description of the services to which the fee relates, will be reported on your quarterly benefit statement.</p> |

Investment Information

This information is provided to help you compare the investment options under your plan. You may obtain, free of charge, a paper copy of your fee disclosure notice and other investment information posted at my.trsuretire.com, by contacting Transamerica at 800-755-5801 or by writing to 4333 Edgewood Road NE, Mail Drop 0001, Cedar Rapids, IA, 52499, Attention: Fee Disclosure. The information available includes each investment option's issuer, objectives, goals, principal strategies, principal risks, holdings, turnover rate, value and updated performance and expense information; as well as a glossary of terms, information about calculating benefits, available distribution options and (where appropriate) prospectuses and annual reports.

The following table focuses on investment options that have variable rates of return, and shows fee and expense information, as well as investment performance for each investment option and that of the appropriate benchmark, or index. If your plan offers balanced, asset allocation or target retirement funds, which are comprised of a mix of stock and bond investments, you will see two broad-based benchmarks, a stock index and a bond index. Because they are made through a retirement plan, your investments in these funds are not subject to front-end or back-end loads, which are a form of sales commission charged at the time of purchase or sale. Please note:

- The investment performance of each investment option is shown net of (or after) fees, while the benchmark or index investment performance is reported on a gross (before fees) basis. If the option has less than a 10 year history, the investment performance of both the investment option and the index are shown since inception, with the inception date shown after the investment option name. Returns of less than one year are not annualized. Performance prior to the inception date of the share class (if any) is based on returns of an older share class, which have been adjusted for expenses.
- Total Annual Operating Expenses of an investment option are the expenses you pay each year, which reduce the rate of return you earn. In some cases, a fund may waive or reimburse certain expenses. If a fund has waived expenses in the past year, you will see a different gross (G) (before waivers) and net (N) (after waivers) expense ratio. So while an investor could have been charged as much as the gross expense rate in the past year, they will only have paid the net expense rate because of the waivers. Fund specific operating expense details are available at my.trsuretire.com.
- Shareholder-type fees, if any, are in addition to Total Annual Operating Expenses. Fees and expenses are only one of many factors to consider when you decide to invest in an investment 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.

- Past performance does not guarantee how the investment option will perform in the future. Your investment in these options could lose money.
- 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/ebsa/publications/401k_employee.html.

Comparative Investment Chart - Table 1 Variable Options

| Name of Option (Inception Mo/Yr) Index(es) | Type of Option | Total Annual Operating Expenses G: Gross; N: Net | | Average Annual Total Return as of 12/31/2014 | | |
|--|----------------|---|------------|---|------|--------------------------|
| | | As % | Per \$1000 | 1Yr. | 5Yr. | 10yr. or Since Inception |

Bonds

| | | | | | | |
|---|-------------------------|---------|----------|-------|-------|-------|
| Lord Abbett Short Duration Income I (10/04) <i>Index: BofA ML 1-3 Year Govt/Corporate Index</i> | Short-Term Bonds | 0.39% G | \$3.90 G | 1.70% | 4.03% | 4.75% |
| | | 0.39% N | \$3.90 N | 0.78% | 1.47% | 2.86% |
| Pioneer Bond Y (10/78) <i>Index: Barclays Aggregate Bond Index</i> | Intermediate-Term Bonds | 0.58% G | \$5.80 G | 6.21% | 6.11% | 5.65% |
| | | 0.58% N | \$5.80 N | 5.97% | 4.45% | 4.71% |
| American Indep US Infl-Idx I (01/01) <i>Index: Barclays US TIPS Index</i> | Government Bonds | 0.69% G | \$6.90 G | 2.84% | 3.99% | 4.54% |
| | | 0.32% N | \$3.20 N | 3.64% | 4.11% | 4.37% |
| Principal High Yield Inst (07/98) <i>Index: BofA ML US High Yield Master II Index</i> | High-Yield Bonds | 0.59% G | \$5.90 G | 2.49% | 8.62% | 8.25% |
| | | 0.59% N | \$5.90 N | 2.50% | 8.88% | 7.61% |

Stocks

| | | | | | | |
|---|------------------------|---------|----------|--------|--------|-------|
| BlackRock Equity Dividend I (11/88) <i>Index: Russell® 1000 Value Index</i> | Large-Cap Value Stocks | 0.70% G | \$7.00 G | 9.35% | 12.90% | 8.83% |
| | | 0.70% N | \$7.00 N | 13.45% | 15.42% | 7.30% |
| JPMorgan Disciplined Equity Sel (12/97) <i>Index: S&P 500 Index</i> | Large-Cap Blend Stocks | 0.66% G | \$6.60 G | 15.51% | 16.08% | 8.18% |
| | | 0.60% N | \$6.00 N | 13.69% | 15.45% | 7.67% |

Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

| | | | | | | |
|--|------------------------|---------|----------|--------|--------|-------|
| TIAA-CREF Social Choice Eq Instl (07/99) <i>Index: S&P 500 Index</i> | Large-Cap Blend Stocks | 0.18% G | \$1.80 G | 11.25% | 14.57% | 7.80% |
| | | 0.18% N | \$1.80 N | 13.69% | 15.45% | 7.67% |

Comparative Investment Chart - Table 1 Variable Options (continued)

| Name of Option (Inception Mo/Yr) Index(es) | Type of Option | Total Annual Operating Expenses G: Gross; N: Net | | Average Annual Total Return as of 12/31/2014 | | |
|---|----------------------------|---|------------------------|---|--------|--------------------------------|
| | | As % | Per \$1000 | 1Yr. | 5Yr. | 10yr. or Since Inception |
| Vanguard 500 Index Adm (11/00) | Large-Cap Blend Stocks | 0.05% G 0.05% N | \$0.50 G \$0.50 N | 13.64% | 15.42% | 7.66% |
| <i>Index: S&P 500 Index</i> | | | | 13.69% | 15.45% | 7.67% |
| Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days. | | | | | | |
| Alger Capital Appreciation Instl I (11/93) | Large-Cap Growth Stocks | 1.16% G 1.16% N | \$11.60 G \$11.60 N | 13.30% | 15.17% | 11.71% |
| <i>Index: Russell® 1000 Growth Index</i> | | | | 13.05% | 15.81% | 8.49% |
| T. Rowe Price Mid-Cap Value (06/96) | Mid-Cap Value Stocks | 0.80% G 0.80% N | \$8.00 G \$8.00 N | 10.60% | 14.04% | 9.21% |
| <i>Index: Russell® Mid Cap Value Index</i> | | | | 14.75% | 17.43% | 9.43% |
| Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days. | | | | | | |
| Vanguard Mid-Cap Index Adm (11/01) | Mid-Cap Blend Stocks | 0.09% G 0.09% N | \$0.90 G \$0.90 N | 13.76% | 17.04% | 9.47% |
| <i>Index: Russell® MidCap Index</i> | | | | 13.22% | 17.19% | 9.56% |
| Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days. | | | | | | |
| BlackRock US Opportunities Instl (05/98) | Mid-Cap Growth Stocks | 1.19% G 0.91% N | \$11.90 G \$9.10 N | 12.75% | 14.70% | 11.28% |
| <i>Index: Russell® Mid Cap Growth Index</i> | | | | 11.90% | 16.94% | 9.43% |
| Prudential Small-Cap Value Z (01/93) | Small-Cap Value Stocks | 0.72% G 0.71% N | \$7.20 G \$7.10 N | 5.89% | 15.10% | 9.24% |
| <i>Index: Russell® 2000 Value Index</i> | | | | 4.22% | 14.26% | 6.89% |
| Vanguard Small Cap Index Adm (11/00) | Small-Cap Blend Stocks | 0.09% G 0.09% N | \$0.90 G \$0.90 N | 7.50% | 16.87% | 9.13% |
| <i>Index: MSCI US Small 1750 Index</i> | | | | 6.09% | 16.74% | 9.02% |
| Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days. | | | | | | |
| Franklin Small Cap Growth Adv (05/00) | Small-Cap Growth Stocks | 0.87% G 0.87% N | \$8.70 G \$8.70 N | 3.82% | 19.02% | 9.36% |
| <i>Index: Russell® 2000 Growth Index</i> | | | | 5.60% | 16.80% | 8.54% |

Comparative Investment Chart - Table 1 Variable Options (continued)

| Name of Option (Inception Mo/Yr) Index(es) | Type of Option | Total Annual Operating Expenses G: Gross; N: Net | | Average Annual Total Return as of 12/31/2014 | | |
|---|---------------------------|---|------------------------|---|--------|--------------------------------|
| | | As % | Per \$1000 | 1Yr. | 5Yr. | 10yr. or Since Inception |
| Stocks | | | | | | |
| Nuveen Real Estate Secs I (06/95) | Real Estate | 1.05% G 1.05% N | \$10.50 G \$10.50 N | 31.28% | 17.26% | 9.91% |
| <i>Index: MSCI REIT Index</i> | | | | 30.38% | 17.05% | 8.31% |
| American Funds EuroPacific Gr R6 (04/84) | World/Foreign Stocks | 0.49% G 0.49% N | \$4.90 G \$4.90 N | -2.29% | 6.05% | 6.92% |
| <i>Index: MSCI All-Country World Ex-US Index</i> | | | | -3.44% | 4.89% | 5.59% |
| Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days. | | | | | | |
| First Eagle Overseas I (08/93) | World/Foreign Stocks | 0.86% G 0.86% N | \$8.60 G \$8.60 N | -0.75% | 7.49% | 7.94% |
| <i>Index: MSCI All-Country World Ex-US Index</i> | | | | -3.44% | 4.89% | 5.59% |
| Invesco International Growth R5 (03/02) | World/Foreign Stocks | 0.99% G 0.98% N | \$9.90 G \$9.80 N | 0.25% | 7.77% | 7.44% |
| <i>Index: MSCI All-Country World Ex-US Index</i> | | | | -3.44% | 4.89% | 5.59% |
| Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days. | | | | | | |
| MFS International Value R4 (10/08) | World/Foreign Stocks | 0.84% G 0.78% N | \$8.40 G \$7.80 N | 1.53% | 10.10% | 9.55% |
| <i>Index: MSCI All-Country World Ex-US Index</i> | | | | -3.44% | 4.89% | 5.52% |
| Oppenheimer Developing Markets Y (11/96) | Emerging Market Stocks | 1.06% G 1.05% N | \$10.60 G \$10.50 N | -4.55% | 5.66% | 11.56% |
| <i>Index: MSCI Emerging Markets Index</i> | | | | -1.82% | 2.11% | 8.78% |
| Multi-Asset/Other | | | | | | |
| Fidelity Puritan (04/47) | Balanced | 0.56% G 0.56% N | \$5.60 G \$5.60 N | 10.75% | 11.73% | 7.14% |
| <i>Index: Barclays Aggregate Bond Index</i> | | | | 5.97% | 4.45% | 4.71% |
| <i>Index: S&P 500 Index</i> | | | | 13.69% | 15.45% | 7.67% |
| Vanguard Target Retirement Income (10/03) | Target Date | 0.16% G 0.16% N | \$1.60 G \$1.60 N | 5.58% | 6.85% | 5.36% |
| <i>Index: Barclays Aggregate Bond Index</i> | | | | 5.97% | 4.45% | 4.71% |
| <i>Index: S&P 500 Index</i> | | | | 13.69% | 15.45% | 7.67% |
| Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days. | | | | | | |

Comparative Investment Chart - Table 1 Variable Options (continued)

| Name of Option (Inception Mo/Yr) Index(es) | Type of Option | Total Annual Operating Expenses G: Gross; N: Net | | Average Annual Total Return as of 12/31/2014 | | |
|--|----------------|---|------------|---|------|--------------------------------|
| | | As % | Per \$1000 | 1Yr. | 5Yr. | 10yr. or Since Inception |

Multi-Asset/Other

| | | | | | | |
|--|-------------|--------------------|----------------------|--------|--------|-------|
| Vanguard Target Retirement 2010 (06/06) | Target Date | 0.16% G 0.16% N | \$1.60 G \$1.60 N | 5.93% | 7.95% | 5.99% |
| <i>Index: Barclays Aggregate Bond Index</i> | | | | 5.97% | 4.45% | 5.32% |
| <i>Index: S&P 500 Index</i> | | | | 13.69% | 15.45% | 8.29% |

Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

| | | | | | | |
|--|-------------|--------------------|----------------------|--------|--------|-------|
| Vanguard Target Retirement 2015 (10/03) | Target Date | 0.16% G 0.16% N | \$1.60 G \$1.60 N | 6.55% | 8.93% | 5.92% |
| <i>Index: Barclays Aggregate Bond Index</i> | | | | 5.97% | 4.45% | 4.71% |
| <i>Index: S&P 500 Index</i> | | | | 13.69% | 15.45% | 7.67% |

Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

| | | | | | | |
|--|-------------|--------------------|----------------------|--------|--------|-------|
| Vanguard Target Retirement 2020 (06/06) | Target Date | 0.16% G 0.16% N | \$1.60 G \$1.60 N | 7.12% | 9.67% | 6.51% |
| <i>Index: Barclays Aggregate Bond Index</i> | | | | 5.97% | 4.45% | 5.32% |
| <i>Index: S&P 500 Index</i> | | | | 13.69% | 15.45% | 8.29% |

Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

| | | | | | | |
|--|-------------|--------------------|----------------------|--------|--------|-------|
| Vanguard Target Retirement 2025 (10/03) | Target Date | 0.17% G 0.17% N | \$1.70 G \$1.70 N | 7.16% | 10.22% | 6.20% |
| <i>Index: Barclays Aggregate Bond Index</i> | | | | 5.97% | 4.45% | 4.71% |
| <i>Index: S&P 500 Index</i> | | | | 13.69% | 15.45% | 7.67% |

Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

| | | | | | | |
|--|-------------|--------------------|----------------------|--------|--------|-------|
| Vanguard Target Retirement 2030 (06/06) | Target Date | 0.17% G 0.17% N | \$1.70 G \$1.70 N | 7.19% | 10.76% | 6.62% |
| <i>Index: Barclays Aggregate Bond Index</i> | | | | 5.97% | 4.45% | 5.32% |
| <i>Index: S&P 500 Index</i> | | | | 13.69% | 15.45% | 8.29% |

Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

Comparative Investment Chart - Table 1 Variable Options (continued)

| Name of Option (Inception Mo/Yr) Index(es) | Type of Option | Total Annual Operating Expenses G: Gross; N: Net | | Average Annual Total Return as of 12/31/2014 | | |
|--|----------------|---|------------|---|------|--------------------------------|
| | | As % | Per \$1000 | 1Yr. | 5Yr. | 10yr. or Since Inception |

Multi-Asset/Other

| | | | | | | |
|---|---|--------------------|----------------------|--------|--------|--------|
| Vanguard Target Retirement 2035 (10/03) | Target Date | 0.18% G 0.18% N | \$1.80 G \$1.80 N | 7.28% | 11.30% | 6.54% |
| | <i>Index: Barclays Aggregate Bond Index</i> | | | 5.97% | 4.45% | 4.71% |
| | <i>Index: S&P 500 Index</i> | | | 13.69% | 15.45% | 7.67% |
| Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days. | | | | | | |
| Vanguard Target Retirement 2040 (06/06) | Target Date | 0.18% G 0.18% N | \$1.80 G \$1.80 N | 7.15% | 11.57% | 6.87% |
| | <i>Index: Barclays Aggregate Bond Index</i> | | | 5.97% | 4.45% | 5.32% |
| | <i>Index: S&P 500 Index</i> | | | 13.69% | 15.45% | 8.29% |
| Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days. | | | | | | |
| Vanguard Target Retirement 2045 (10/03) | Target Date | 0.18% G 0.18% N | \$1.80 G \$1.80 N | 7.14% | 11.58% | 6.82% |
| | <i>Index: Barclays Aggregate Bond Index</i> | | | 5.97% | 4.45% | 4.71% |
| | <i>Index: S&P 500 Index</i> | | | 13.69% | 15.45% | 7.67% |
| Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days. | | | | | | |
| Vanguard Target Retirement 2050 (06/06) | Target Date | 0.18% G 0.18% N | \$1.80 G \$1.80 N | 7.19% | 11.58% | 6.93% |
| | <i>Index: Barclays Aggregate Bond Index</i> | | | 5.97% | 4.45% | 5.32% |
| | <i>Index: S&P 500 Index</i> | | | 13.69% | 15.45% | 8.29% |
| Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days. | | | | | | |
| Vanguard Target Retirement 2055 (08/10) | Target Date | 0.18% G 0.18% N | \$1.80 G \$1.80 N | 7.20% | N/A | 13.39% |
| | <i>Index: Barclays Aggregate Bond Index</i> | | | 5.97% | N/A | 3.47% |
| | <i>Index: S&P 500 Index</i> | | | 13.69% | N/A | 18.20% |
| Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days. | | | | | | |

Comparative Investment Chart - Table 1 Variable Options (continued)

| Name of Option (Inception Mo/Yr) Index(es) | Type of Option | Total Annual Operating Expenses G: Gross; N: Net | | Average Annual Total Return as of 12/31/2014 | | |
|--|----------------|---|------------|--|------|--------------------------|
| | | As % | Per \$1000 | 1Yr. | 5Yr. | 10yr. or Since Inception |

Multi-Asset/Other

| | | | | | | |
|--|-------------|--------------------|----------------------|--------|-----|--------|
| Vanguard Target Retirement 2060 (01/12) | Target Date | 0.18% G 0.18% N | \$1.80 G \$1.80 N | 7.16% | N/A | 14.08% |
| <i>Index: Barclays Aggregate Bond Index</i> | | | | 5.97% | N/A | 2.71% |
| <i>Index: S&P 500 Index</i> | | | | 13.69% | N/A | 19.19% |

Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

The following table focuses on investment options that have a fixed or stated rate of return, and shows the annual rate of return, the term or length of time that you will earn this rate of return, and other information relevant to performance. (If you are already an investor in such option, please note that personalized rates of return for certain investments are shown on your benefit statements.) The fixed interest rate is net of any expenses, and an annual operating expense ratio is not separately shown.

Comparative Investment Chart - Table 2 Fixed Options

| Fund Name/ Type of Option | Return / Credited Rate | Term | Other |
|--|------------------------|-------------------------|--|
| TFLIC Guaranteed Pooled Fund Stable Value | 1.00% | 01/01/2015 - 12/31/2015 | The rate applies to new deposits/transfers received during the stated term, and the rate does not change during the term. The rate will never fall below a guaranteed minimum rate of 1.00%. Interest rate information is available at my.trsretire.com and on your quarterly statement. |

Shareholder Type Fees: Amounts may not be transferred directly to competing options. Amounts transferred out may not subsequently be transferred to a competing option for 90 days, but such amounts can be transferred back to this fund at any time. Amounts withdrawn by participants before age 59 ½, due to in-service withdrawals, will be subject to a 5% charge. Refer to Table 3 for additional restrictions that may be applicable due to Employer actions. Amounts transferred to another fund may not be withdrawn as an in-service withdrawal before age 59 1/2 from such other fund for 90 days.

The following table focuses on the annuity and/or other guaranteed income options under the Plan. Annuities and/or other guaranteed income options 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. Such products are issued by insurance companies. Unless otherwise stated, insurance products are made available under group annuity contracts issued by Transamerica Financial Life Insurance Company (TFLIC)*, 440 Mamaroneck Avenue, Harrison, New York 10528. Transamerica Retirement Solutions Corporation is affiliated with TFLIC. Guarantees of an insurance company are subject to its long-term financial strength and claims-paying ability.

Comparative Investment Chart - Table 3 Annuity Options

| Name | Objectives/Goals | Pricing Factors | Withdrawal/Transfer Limitations/Fees |
|--|---|--|---|
| TFLIC Guaranteed Pooled Group Annuity Contract TFLIC Guaranteed Pooled Fund | To provide a guaranteed stream of income for your life (or, if applicable, the joint lives of you and your surviving spouse or other designated beneficiary) or some other fixed period of time based on your accumulated plan savings allocated to the purchase of an annuity under this option. | The amount of the annuity benefit will be determined by (1) the amount applied to purchase the annuity, (2) the form of annuity elected, and (3) the non-participating single premium immediate group annuity purchase rates in effect on the Annuity Purchase Date. | Refer to Table 2 for additional limitations and fees that may be applicable to transfers and withdrawals. |

Fees that Reduce Value (surrender charges, MVAs, admin. fees): Withdrawals due to Employer actions may be subject to a 5% charge.

This page intentionally left blank.



440 Mamaroneck Avenue
Harrison, NY 10528

Brighten Your Outlook[®]



Rainy



Cloudy



Partly Sunny



Sunny