

**AMENDMENT NUMBER ONE TO
UNIVERSITY OF HARTFORD DEFINED CONTRIBUTION AND TAX DEFERRED ANNUITY RETIREMENT PLAN**

**SUMMARY OF
MATERIAL MODIFICATIONS**

**I
INTRODUCTION**

This is a Summary of Material Modifications regarding the University of Hartford Defined Contribution and Tax Deferred Annuity Retirement Plan ("Plan"). Unless stated otherwise, the modifications described in this summary are effective as of the first day of the payroll period that begins on or after April 15, 2020. This is merely a summary of the most important changes to the Plan and information contained in the Summary Plan Description ("SPD") previously provided to you. It supplements and amends that SPD so you should retain a copy of this document with your copy of the SPD. If you have any questions, contact the Plan Administrator. If there is any discrepancy between the terms of the Plan, as modified, and this Summary of Material Modifications, the provisions of the Plan will control.

**II
SUMMARY OF CHANGES**

1. Mandatory Employee Contributions

As a condition of employment, you must agree to contribute mandatory employee contributions.

Employer contribution. For each Plan year that you make a mandatory employee contribution to the Plan, the Employer will make a nonelective contribution to the Plan on your behalf.

Amount of mandatory employee contributions. Mandatory Employee Contributions will cease to be an authorized contribution source for payroll periods that begin on and after the first day of the payroll period that begins on or after April 15, 2020 ("Effective Date") except as otherwise provided in this paragraph. Whether Mandatory Employee Contributions will be an authorized contribution source for any payroll period that begins on and after the Effective Date (and, if so, the amount of such contributions) will be determined by the Employer (or its delegate) in the exercise of its sole and exclusive discretion. The Employer (or its delegate) will make a separate determination for Reduced Compensation Plan Participants. The Employer (or its delegate) reserves the right to change the amount of Mandatory Employee Contributions during a Plan Year upon such advance notice as the Employer (or delegate) deems appropriate.

Additional conditions. The following additional conditions apply to mandatory employee contributions: Mandatory Employee Contributions apply only to faculty members with scholarship and service obligations who have reached age 30.

2. Employer Matching Contributions

Discretionary Matching Contribution. The Employer might make a discretionary matching contribution equal to a uniform percentage or dollar amount of your contributions. Each year, the Employer will determine the formula for the discretionary matching contribution.

Matching Contribution. The Employer (or its delegate) is authorized to make a separate discretionary determination with respect to Reduced Compensation Plan Participants. The Employer (or its delegate) reserves the right to change the amount of Matching Contributions during a Plan Year upon such advance notice as the Employer (or its delegate) deems appropriate.

3. Employer Nonelective Contribution

Discretionary Nonelective contribution. Each year, the Employer might make a discretionary nonelective contribution to the Plan.

4. Nonelective Contribution for Mandatory Employee Contribution

The Employer (or its delegate) will determine whether to make Nonelective Contributions on behalf of Participants for whom Mandatory Employee Contributions are made. The amount of Nonelective Contributions, if any, shall be determined by the Employer (or its delegate) in its sole and exclusive discretion and shall be expressed as a percentage of each Employee's Compensation for a payroll period. The Employer (or its delegate) will make a separate determination for Reduced Compensation Plan Participants. The Employer (or its delegate) reserves the right to change the amount of Nonelective Contributions during a Plan Year upon such advance notice as the Employer (or its delegate) deems appropriate.

5. Employer Nonelective Contribution Allocation

Your share of the nonelective contribution for mandatory employee contributions will be determined by the formula for making that contribution.

Your share of the nonelective contribution (other than the contribution for employee mandatory contributions) is determined by the following fraction:

$$\text{Nonelective Contribution} \quad \times \quad \frac{\text{Your Compensation}}{\text{Total Compensation of All Participants Eligible to Share}}$$

Additional nonelective contribution allocation provisions. The Nonelective Contribution allocation formula in Election 26 only applies to Participants who make Mandatory Employee Contributions.