

## DOANE UNIVERSITY DEFERRAL-ONLY PLAN HIGHLIGHTS

**IMPORTANT: This is a brief summary of the features of the Doane University Deferral-Only Plan. For a full summary, please refer to the Summary Plan Description.**

<b>Eligibility</b>	
<b>Pre-Tax Elective Deferrals</b>	<p>Participants will be eligible to make Pre-Tax Elective Deferrals immediately upon their hire date.</p> <p>Participants in the following classes will be excluded for Pre-Tax Elective Deferral purposes.</p> <ul style="list-style-type: none"> <li>• Eligible to participate in a 401(k) or another 403(b) plan sponsored by Doane University under which they can make employee contributions.</li> <li>• Non-resident aliens with no U.S. sourced income.</li> <li>• Students performing services for Doane University and where they are pursuing a course of study with Doane University.</li> </ul>
<b>Contributions</b>	
<b>Pre-Tax Elective Deferrals</b>	<p>The max Pre-Tax Elective Deferrals a participant may make is 100% of their compensation up to the IRS limit (\$18,500 for 2018).</p> <p>A Participant may make or change their deferral election by returning a deferral election form to the Plan Administrator.</p> <p>Age 50 catch-up contributions are allowed (\$6,000 for 2018).</p>
<b>Rollover Contributions</b>	<p>Employees eligible to participate in the Plan can rollover money from any plan that is eligible to be rolled into the Plan. While there are exceptions this generally includes rollovers from a qualified retirement plan (i.e., 401(k), defined benefit), another 403(b) plan, a governmental 457(b) plan and pre-tax assets held in a traditional IRA.</p>
<b>Vesting</b>	
<b>Elective Deferrals</b>	<p>Participants are always fully vested in Elective Deferrals.</p>
<b>Distributions and Loans</b>	
<b>Termination of Employment</b>	<p>Distributions after termination of employment can be taken immediately after their employment terminates.</p>
<b>In-Service Distributions</b>	<p>The following in-service distributions are available from vested account balances.</p> <ul style="list-style-type: none"> <li>• All account balances at age 59.5.</li> <li>• Rollover Contribution at any time.</li> <li>• At disability.</li> </ul>
<b>Investments</b>	

<b>Investments</b>	<p>Participants can invest in annuity contracts and custodial accounts.</p> <p>Participants can direct the investment of all or some of their account balances.</p>
<b>Contact Information</b>	
<b>Plan Sponsor and Plan Administrator</b>	<p>The Plan Sponsor and the Plan Administrator is Doane University.  Address: 1014 Boswell Ave, Crete, Nebraska 68333  Phone number: 402-826-2161  Fax number: 402-826-8600</p>
<p><i>Note: These plan highlights are intended to be a very concise overview of plan features. For a detailed description of plan features, please review the Plan Description or contact the Plan Administrator for more information. The plan features described in these plan highlights are subject to change. In the event of a discrepancy between the legal plan document and these highlights (or any other summary of plan features), the plan document shall control.</i></p>	