Qualified Retirement Savings Plans offered to all employees. These assets are held in a Trust and are not assets of the university.

GW 403(b) Supplemental Retirement Plan
This Plan allows employees to contribute pretax contributions, Roth after-tax contributions, or a combination of the two through payroll deduction. It’s important to note that the employee must make contributions to receive the university matching contributions. Contributions are subject to IRS limits.

GW 401(a) Retirement Plan for Faculty and Staff
This Plan is funded entirely by the university; there are no employee contributions made to this Plan. Once you are eligible to participate in this Plan, GW will contribute 4% of your eligible annual compensation automatically; this is your base contribution. GW will also contribute an amount equal to 150% of the first 4% of your eligible compensation that you contribute to the 403(b) Plan; this is your matching contribution. The maximum match cannot exceed 6% of your compensation. Contributions are subject to IRS limits.

Nonqualified Plans offered to certain GW employees. These assets are held in a Trust, but are assets of the university until participants take a qualified distribution.

GW 457(b) Deferred Compensation Plan
This nonqualified deferred compensation plan allows eligible employees to supplement their GW 401(a) and GW 403(b) retirement savings with additional tax-deferred employee contributions. Eligibility for the 457(b) Plan is restricted to employees with a total base salary of greater than or equal to 125% of the annual Highly Compensated Employee (HCE) Limit as defined by the IRS. For 2016, employees with a base salary of $150,000 or more are eligible.

GW 457(f) Restoration Plan
This nonqualified plan is intended to restore or replace certain benefits that cannot be provided under the GW Qualified Retirement Savings Plans due to IRS compensation limits. This Plan is funded entirely by the university, and employees are notified of eligibility.

For more information about the key provisions for each of the Plans, see the following pages.
## GW Retirement Savings Plans — Summary of Key Provisions

<table>
<thead>
<tr>
<th>Provision</th>
<th>403(b) Supplemental Retirement Plan</th>
<th>401(a) Base Retirement Plan</th>
</tr>
</thead>
</table>
| **Eligibility** | • Eligible upon date of hire  
• Notified upon eligibility, employee must proactively enroll  
• Ineligible employees include students, fellows, graduate teaching assistants, any person whose employment is incidental to his or her educational program, employees of an affiliated employer that is not a tax-exempt entity, members of a collective bargaining unit unless agreement expressly provides for participation in the Plan, non-resident aliens with no U.S. source of earned income, leased employees, and independent contractors | • Must complete two years of service  
• Notified upon eligibility and automatically enrolled  
• Ineligible employees include students, fellows, graduate teaching assistants, any person whose employment is incidental to his or her educational program, faculty members who are paid on a per-course basis, members of a collective bargaining unit unless agreement expressly provides for participation in the Plan, non-resident aliens with no U.S. source of earned income, leased employees, and independent contractors |
| **Enrollment** | Enroll any time at www.NetBenefits.com/GW or call 800-343-0860  
• Automatically enrolled when eligible  
• Designate provider(s) and choose investments at www.NetBenefits.com/GW or call 800-343-0860 |  |
| **Contributions—Employee** | • Employees may make pretax and/or post-tax Roth contributions  
• The combined limit for all employee contributions is $18,000 (2016)  
• Age 50 catch-up contributions up to $6,000 (2016)  
• Changes to employee contributions can be made at any time | None |
| **Contributions—University** | None  
• Base contributions of 4% of compensation  
• Matching university contributions (on employee contributions to Supplemental Retirement), 150% on the first 4% of 403(b) contributions, up to 6% of participant’s compensation (subject to non-discrimination testing). Employee must contribute to the 403(b) Plan to receive the matching university contribution to the 401(a) Plan |  |
| **IRS Maximum Contributions** | Employee elective deferrals cannot exceed $18,000 in 2016  
Total may not exceed the lesser of 100% of compensation or $53,000 in 2016 |  |
| **Vesting** | 100% at all times  
100% at all times |  |
| **Investments** | • A menu of hundreds of funds to select from  
• Select from a combination of Fidelity and TIAA-CREF funds  
• Changes can be made at any time | • A menu of hundreds of funds to select from  
• Select from a combination of Fidelity and TIAA-CREF funds  
• Changes can be made at any time |
| **Distribution Events** | **Active service**  
• Hardship  
• Age 59½ or older  
• Disability  
• Loans available from Fidelity and TIAA-CREF  
**After termination**  
• Termination of employment  
• Death  
Active service  
• In-service withdrawal of match contributions at age 59½ or older  
• In-service withdrawal of base contributions at age 62 or older  
• No loans or hardship withdrawals  
• Disability  
**After termination**  
• Termination of employment  
• Death |  |
| **Distribution Forms** | • According to individual agreement  
• Primary form is an annuity  
Qualified joint & survivor annuity  
• Life annuity  
• Annuity with guaranteed payment period  
• Lump-sum payment  
• Combination lump-sum and annuity payments |  |
| **Early Retirement Age** | None  
• Age 55 with 20 continuous years of full-time or equivalent part-time service with the university  
• Age 60 with 10 continuous years of full-time or equivalent part-time service with the university |  |
<table>
<thead>
<tr>
<th>Provision</th>
<th>457(b) Deferred Compensation Plan</th>
<th>457(f) Restoration Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eligibility</td>
<td>Highly compensated, salaried employees (over $150,000 for 2016)</td>
<td>• Salaried employees above 401(a)(17) limits $265,000 in 2016</td>
</tr>
<tr>
<td></td>
<td>• Notified upon eligibility</td>
<td>• Notified upon eligibility and automatically enrolled</td>
</tr>
<tr>
<td>Enrollment</td>
<td>Enroll any time at <a href="http://www.NetBenefits.com/GW">www.NetBenefits.com/GW</a> or call 800-343-0860</td>
<td>Automatically enrolled when eligible</td>
</tr>
<tr>
<td>Contributions—Employee</td>
<td>Employee pretax contributions up to $18,000 in 2016 [in addition to the 403(b) limit]</td>
<td>None</td>
</tr>
<tr>
<td>IRS Maximum Contributions</td>
<td>Eligible employee contributions cannot exceed $18,000 in 2016</td>
<td>None</td>
</tr>
<tr>
<td>Contributions—University</td>
<td>University contributions equal to amounts not contributed to the Base Retirement Plan due to limits imposed by IRS Code sections 401(a)(17) and 415(c)(1)</td>
<td>University contributions equal to any difference between amounts not contributed to the Base Retirement Plan due to Code limits and amounts contributed to the 457(b) Plan</td>
</tr>
<tr>
<td>Vesting</td>
<td>100% at all times</td>
<td>• The later of age 50 or 5 years of service</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Disability</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Death</td>
</tr>
<tr>
<td>Investments</td>
<td>• A menu of hundreds of funds to select from</td>
<td>• A menu of hundreds of funds to select from</td>
</tr>
<tr>
<td></td>
<td>• Select from a combination of Fidelity and TIAA-CREF funds</td>
<td>• Select from Fidelity funds only</td>
</tr>
<tr>
<td></td>
<td>• Changes can be made at any time</td>
<td>• Changes can be made at any time</td>
</tr>
<tr>
<td>Distribution Events</td>
<td><strong>Active service</strong></td>
<td><strong>Active service</strong></td>
</tr>
<tr>
<td></td>
<td>• Unforeseeable emergency(^1)</td>
<td>• None</td>
</tr>
<tr>
<td></td>
<td>• Account balance less than $5,000 with no contributions for more than 2 years may request a one-time voluntary in-service distribution</td>
<td><strong>After termination</strong></td>
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<tr>
<td></td>
<td><strong>After termination</strong></td>
<td>• Plan distributes a lump-sum benefit payment within 90 days</td>
</tr>
<tr>
<td></td>
<td>• Termination of employment</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Retirement</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Death</td>
<td></td>
</tr>
<tr>
<td>Distribution Forms</td>
<td>• Lump sum</td>
<td>Lump sum</td>
</tr>
<tr>
<td></td>
<td>• Equal monthly installments</td>
<td></td>
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<tr>
<td></td>
<td>• Life annuity</td>
<td></td>
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<tr>
<td></td>
<td>• Joint &amp; survivor annuity</td>
<td></td>
</tr>
<tr>
<td>Early Retirement Age</td>
<td>None</td>
<td>None</td>
</tr>
</tbody>
</table>

\(^1\)Participants who are 50 or older are allowed to make additional catch-up contributions.

\(^2\)Hardship withdrawals from the 403(b) Plan are permitted to pay for medical expenses, home purchase, and tuition expenses; to prevent eviction or foreclosure; and to pay funeral expenses of any immediate family member. The hardship withdrawal may not exceed the amount necessary to pay the expenses and all other funding sources must be utilized first.

\(^3\)Unforeseeable emergency under a 457(b) plan is defined as a severe financial hardship to the participant resulting from a sudden and unexpected illness or accident of the participant or a dependent, or loss of property by the participant. The emergency cannot be relieved through insurance, liquidation of assets, or ceasing deferrals under the Deferred Compensation Plan.
The George Washington University (GW) offers four plans to help you save for your future. Each of the plans is different, and it’s important that you understand how they work to take advantage of their features.

Read on to review each of the plans, how they work, and how to get more information about them — including how to enroll. You will be notified as you become eligible for each of these plans.

For Guidance and Assistance
You may arrange a confidential consultation with a Fidelity representative or a TIAA-CREF Consultant to review all the GW plans available to you, and to assist you in making informed decisions. A Fidelity representative or a TIAA-CREF Consultant is regularly on site at GW locations to discuss your situation in person, or you may conduct your session over the phone.

Call 800-642-7131 to make your appointment with a Fidelity representative.

Call 866-843-5640 to make your appointment with a TIAA-CREF Consultant.
Keep in mind that investing involves risk. The value of your investment will fluctuate over time and you may gain or lose money.

The GW 457(b) and 457(f) plans are nonqualified plans. Any account established for you is a bookkeeping entry on GW’s financial statements. In the event of a bankruptcy, you will be treated as a general creditor of The George Washington University. For more information on the plan, please refer to the plan document.

Hardship distributions are taxed as ordinary income and may be subject to a penalty when you file your income taxes.

This brochure provides only a summary of the main features of The George Washington University Retirement Plans, and the plan documents will govern in the event of any discrepancy.

The George Washington University providers referenced herein are all independent entities and are not affiliated with one another.

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