

**AMENDMENT NUMBER ONE TO
AUGSBURG UNIVERSITY DEFINED CONTRIBUTION RETIREMENT PLAN**

**SUMMARY OF
MATERIAL MODIFICATIONS**

**I
INTRODUCTION**

This is a Summary of Material Modifications regarding the Augsburg University Defined Contribution Retirement Plan ("Plan"). Unless stated otherwise, the modifications described in this summary are effective as of June 14, 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. Employer Matching Contributions

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

2. Employer Nonelective Contribution

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

3. Employer Nonelective Contribution Allocation

Additional nonelective contribution allocation provisions. Incorporation of the contribution formula that will be adopted at the time of the contribution.