Retirement Savings Plan
Loan Guidelines

GENERAL TERMS

PARTICIPANT LOANS

Participants may borrow against a portion of the employee, pre-tax contributions as well as the rollover balances of their plan account. Participants may not borrow against the contributions that have been made by the University. Eligibility for participant loans is based on criteria established by Washington University and applicable law. All participant loans are administered by TIAA, the vendor that holds the participant account.

AMOUNT OF LOAN

The minimum amount that a participant may borrow is $1,000 and the maximum amount that can be borrowed is the lesser of a) $50,000, reduced by the participant's highest outstanding loan balance within the last 12 months, or b) 45% of employee's contributions. Investment selection and other variables may factor into loan availability.

NUMBER OF PLAN LOANS

Two outstanding loans are permitted at any given time.

REPAYMENT TERM

The minimum loan repayment period is one year. The maximum repayment period is five years (or up to ten years if the loan is used to purchase a primary residence). Loans may be repaid early without penalty.

INTEREST

Participants will be charged a fixed market rate of interest on the loan which is determined by the vendor at the time the loan is initiated.

SPOUSAL CONSENT

A participant who is married at the time of a loan request must obtain spousal consent for the loan. The spouse's consent must be in writing and witnessed by a notary public or plan representative. Unless a Qualified Domestic Relations Order requires otherwise, spousal consent is not required if the participant is legally separated. Spousal consent is not required if the participant can establish that the participant does not have a spouse or that the participant's spouse cannot be located.

DEFAULT

If a loan payment is missed, the participant will be considered in default on the entire outstanding loan balance. Generally, if the total overdue amount is not paid by the end of the following calendar quarter in which repayment was due, the loan will be in default and the outstanding loan balance (including accrued interest) will be reported to the IRS as current taxable income to the participant and may be subject to penalties for early distribution. The loan will remain outstanding and that portion of the Participant's account held as collateral for the loan will not be available for distribution until the loan is either repaid by direct repayment or by deemed repayment through an offset against the participant's account. Defaulting on a loan will eliminate your ability to take a loan in the future. Participants can cure the defaulted loan and only then can they get access to a new loan.

MILITARY SERVICE

Special rules apply to participants who are performing Qualified Military Service. More information is available from thevendor.

LOANS THROUGH TIAA

Collateral: Participant loans will be secured using the participant's employee, pre-tax contributions in the plan account. The amount of collateral will be 110% of the loan amount. That portion of the participant's account held as collateral will be invested in a TIAA Retirement Loan certificate.

> Example: If the value of the eligible employee contributions in the retirement savings account is $10,000, the participant may borrow up to $4,500. If $4,500 is borrowed, then $4,950 of the employee contributions in the Participant's account will serve as collateral for the loan and will be invested in a TIAA Retirement Loan certificate. As payments are made on the loan, the excess collateral will be transferred to the investment allocation on file for the participant's account.

Fees: TIAA does not charge any fee. To offset the cost of administering Washington University's participant loan program, TIAA retains the difference between what participants earn on collateral and what they pay in interest.

Payment Options: Loans will be repaid through electronic funds transfer from the employee's bank account. Loans may not be repaid through payroll deduction.

LOANS FORMERLY WITH VANGUARD

Collateral: Participant loans were secured using the participant's employee contributions in the plan account. As the loan is repaid, the repaid portion will be re-allocated to the participant's account based on the prior allocations established by the employee.

Payment Options: Loans are repaid through payroll deduction in accordance with an established repayment schedule (subject to exceptions during certain leaves of absence).