PENNSYLVANIA STATE SYSTEM OF HIGHER EDUCATION

403(B) VOLUNTARY RETIREMENT PLAN
SUMMARY PLAN DESCRIPTION

This summary describes the Section 403(b) program (the "403(b) Plan") of the Pennsylvania State System of Higher Education ("PASSHE"). The 403(b) Plan is referred to throughout this document as the Plan. The 403(b) Plan is designed to help you establish a regular method of savings for your retirement.

PASSHE makes available the Plan as an accommodation to its employees. PASSHE's role in connection with the Plan generally is limited to processing the paperwork necessary to pay participant salary deferrals to the investment vendor selected by the participant to receive contributions. All funds that you contribute under the Plan leave PASSHE's control forever once PASSHE forwards those funds to your account. PASSHE makes no assurances regarding the Plan's available investment options. PASSHE is not authorized to give you tax, investment or other advice with respect to the Plan.

ELIGIBILITY

The Plan is for employees of PASSHE. If you are an employee of PASSHE and are not a student regularly attending classes offered by PASSHE, then you are eligible to participate in the Plan. Eligible employees may participate in the Plan effective as of their date of hire.

If your employment with PASSHE terminates and you are subsequently rehired, you will be eligible to participate again in the Plan effective with your rehire date, provided you meet the eligibility requirements described above.

EMPLOYEE CONTRIBUTIONS

As a participant in the Plan, you voluntarily may elect to defer compensation by making before-tax contributions to the Plan through payroll deductions. Regular elective deferrals are limited to the maximum annual amount allowed by law, which generally is the lesser of the following:

- $17,000 for 2012 increasing to $17,500 for 2013. This amount is subject to increase annually in accordance with cost of living increases.
  - Under the 403(b) Plan, the regular limit may be increased by as much as $3,000 for certain 15-year employees. The increase is the lesser of the following:
    - $3,000;
    - $15,000 reduced by the amounts previously contributed pursuant to this rule; and
    - $5,000 times your years of service for PASSHE, reduced by the total 403(b) plan contributions made while you have been employed by PASSHE or another institution of higher learning.

In addition to regular deferrals, if you will be at least 50 years old during a given calendar year, you may be able to make a "catch-up" contribution for that year. The maximum catch-up contribution is currently $5,500, and that limit is subject to annual cost of living increases. To be eligible to make a catch-up contribution for a year, you must make the maximum contribution permitted by the rules limiting your contributions.

The amount of your before-tax contributions will not be subject to federal income taxes until distributed to you. However, your before-tax contributions will be subject to any otherwise applicable FICA taxes.

DEFERRAL ELECTIONS

To begin making before-tax contributions, select a vendor from the list of current investment vendors and enroll. Once your account is set up and active, complete the PASSHE Tax Sheltered Annuity Salary Reduction Agreement and submit to your University Human Resources office. You will be required to show a copy of your account confirmation when submitting the Salary Reduction Agreement. PASSHE will transfer the amount of your contribution to the investment vendor you select. In general, you may have no more than one salary reduction agreement in effect at any time and your election will continue to be in effect until you revoke or amend the agreement. You may complete a new salary reduction agreement no more than two times during a calendar year. PASSHE, in its sole discretion, may amend these election procedures.

PASSHE may reduce the amount of before-tax contributions that you may contribute during the calendar year to assure compliance with the limits described above.

INVESTMENT OF CONTRIBUTIONS

All contributions under this Plan are held in accounts that are invested for the exclusive benefit of participants. You may change your investment selection and move monies from one investment vehicle to another in accordance with the rules established by PASSHE.

A list of approved investment vendors available to you at the time of this Summary is provided as Exhibit A to this Summary.

PASSHE does not recommend any investment option available. You should undertake your own investigation to satisfy yourself that any particular investment is appropriate for you.

DISTRIBUTIONS

The law restricts the times when distributions are permitted from your accounts under the Plans. Distributions are permitted from the Plan upon severance from employment with PASSHE, attainment of age 59½, death or disability (as defined in the Individual Agreement with the Vendor).

Regardless of any election on your part, payment of benefits is required by law to begin no later than April 1 of the calendar year following the later of the calendar year in which you attain 70½ years of age or retire.

You are 100% vested at all times in your accounts under the Plans. This means that you have a nonforteitable right to all amounts credited to your account.

Form of Payment. The distribution of your account balance will be made in the form(s) made available by the investment vendor you select to receive your contributions.

Payment of Death Benefits. Your account balance will be paid to your beneficiary in a lump sum as soon as reasonably practicable following your death, and in any event by the end of the calendar year following the year in which your death occurs. You should designate on a form provided by your investment vendor or custodian, the person or persons to whom your benefits under the Plan are to be paid if you die before receiving all your benefits. Beneficiary designations will be effective only when filed in writing with the investment vendor or custodian while you are alive.

If you fail to validly designate a beneficiary, your balance generally will be paid to your surviving spouse or, if you leave no surviving spouse, to your estate.

EXHIBIT A

LIST OF CURRENT VENDORS

Ameriprise Financial	www.ameriprise.com
AXA Equitable Life Insurance Co.	www.axa-equitable.com 1-877-222-2144
Fidelity	www.fidelity.com 1-800-343-0860 Plan #50325
ING Life Insurance & Annuity Co.	www.ing.com 1-866-628-3811
Lincoln Investment Planning, Inc.	www.lincolninvestment.com 1-800-242-1421
Lincoln National Life Insurance Co.	1-800-454-6265
Massachusetts Mutual Financial Group	www.massmutual.com Employer Acct #E80073
Met Life	1-800-492-2505 ext. 16
New York Life Insurance & Annuity	www.newyorklife.com
Oppenheimer Funds	www.oppenheimerfunds.com 1-800-835-7305
Putnam Investments	www.putnam.com 1-800-662-0019
Security Benefit	www.securitybenefit.com 1-800-888-2461
Thrivent Financial for Lutherans	www.thrivent.com 1-800-847-4836
TIAA-CREF	www.tiaa-cref.org PASSHE Access Code PA100299
VALIC	www.valic.com 1-800-448-2542
Waddell & Reed	www.waddell.com 1-888-923-3355
Western National Life Insurance	www.wnl.com 1-800-424-4990

Please note that the deferring of an employee's salary through payroll deduction to a TSA vendor by PASSHE is not an endorsement of the vendor or the investments made available by the vendor. It is the sole responsibility of the employee to determine whether the TSA vendor and the investments made available by the vendor are appropriate for the employee.