

SUMMARY OF MATERIAL MODIFICATION  
TO THE  
JUNIATA COLLEGE RETIREMENT PLAN

(1) General. This is a Summary of Material Modification regarding the Juniata College Retirement Plan. This Summary Material Modification supplements the Summary Plan Description (the “SPD”) previously provided to you. You should retain this document with your copy of the SPD.

(2) Summary Description of Modifications. Below is a summary of the modifications made to the Plan effective for pay dates occurring after June 9, 2020:

Section 18(e) of the Adoption Agreement shall be amended to read as follows:

Employer Contribution. For each Plan Year, the Employer will make the following Nonelective Contribution to each Participant who makes a Mandatory Employee Contribution:

(1) Percentage of Compensation. An amount equal to 10% of such Employee’s Compensation. Notwithstanding the previous sentence, from June 1, 2020 until January 1, 2021, an amount equal to 0% of such Employee’s Compensation if the Employee is a non-Collective Bargaining Employee. From June 1, 2020 until January 1, 2021, an amount equal to 10% of such Employee’s Compensation for Collective Bargaining Employees if required by the respective collective bargaining agreement.

(3) If you have questions about these changes in benefits, please contact your Plan Administrator at

Juniata College  
Human Resources  
1700 Moore St.  
Huntingdon, PA 16652  
814-641-3194

The official Plan document governs participants' and beneficiaries' rights to benefits, benefit decisions, and Plan administration. If there are any differences between this SMM or the SPD and the official Plan document, the Plan document will control in all cases. If there are any errors in this SMM, the Plan Administrator, or its designee, reserves the right to correct such errors.