

WASHINGTON STATE UNIVERSITY RETIREMENT PLAN

RETIREMENT PLAN RULES

As Amended and Restated March, 2020

TABLE OF CONTENTS

SECTION 1 – ESTABLISHMENT OF PLAN	1
SECTION 2 – DEFINITIONS.....	1
2.1 Account	1
2.2 Account Balance	1
2.3 Annuity Contract.....	1
2.4 Beneficiary	1
2.5 Board.....	1
2.6 Break in Service	2
2.7 Code	2
2.8 Compensation.....	2
2.9 Custodial Account.....	2
2.10 Differential Wage Payment.....	2
2.11 Earnings.....	2
2.12 Election.....	2
2.13 Elective Deferral	2
2.14 Eligible Employee.....	2
2.15 Eligible Position	3
2.16 Employee.....	3
2.17 Employment Commencement Date	3
2.18 Fund Sponsor.....	3
2.19 Funding Vehicles.....	3
2.20 Includible Compensation.....	3
2.21 IRA	4
2.22 IRS.....	4
2.23 Mandatory Contribution.....	4
2.24 Matching Contribution	4
2.25 Nonelective Contribution	4
2.26 Participant.....	4
2.27 PERS	4
2.28 Plan.....	4
2.29 Plan Administrator	4
2.30 Plan Contributions.....	4
2.31 Plan Year	4

2.32	Post-Severance Compensation	4
2.33	Qualified Military Service.....	5
2.34	Related Employer	5
2.35	SECURE Act.....	5
2.36	Service.....	5
2.37	Severance from Employment	5
2.38	Spouse	5
2.39	Taxable Year	5
2.40	TRS.....	5
2.41	Unbroken Service	6
2.42	USERRA	6
2.43	WSU	6
2.44	Washington State Retirement System (WSRS)	6
2.45	Year of 403(b) Service	6
SECTION 3 – ELIGIBILITY AND PARTICIPATION		6
3.1	Participation for Employees Hired Before January 1, 2020.....	6
3.2	Participation for Employees Hired On or After January 1, 2012.....	7
3.3	No Simultaneous Participation.....	8
3.4	Enrollment in Plan and Failure to Make Elections	8
3.5	Termination of Contributions.....	8
SECTION 4 – CONTRIBUTIONS		9
4.1	Mandatory Contributions and Nonelective Contributions	9
4.2	Elective Deferrals and Matching Contributions.....	9
4.3	Income Tax Deferral	9
4.4	Limit on Compensation Taken into Account	10
4.5	Contribution Transmission.....	10
4.6	Leave of Absence	10
4.7	Rollovers or Transfers to the Plan.....	12
4.8	Vesting of Contributions	12
4.9	Account Statement	12
4.10	No Reversion.....	12
4.11	Maximum Contribution.....	12
SECTION 5 – FUND SPONSORS AND FUNDING VEHICLES		16
5.1	The Fund Sponsors and Funding Vehicles.....	16
5.2	Funding Vehicle Exchange	16

5.3	Third Party Trading.....	16
SECTION 6 – BENEFITS		17
6.1	Benefits During Life.....	17
6.2	Death Benefits.....	18
6.3	Minimum Distribution Requirements	18
6.4	No Loans	19
6.5	Rollover Distributions.....	19
SECTION 7 – ADMINISTRATION		21
7.1	Plan Administrator	21
7.2	Authority of Plan Administrator	21
7.3	Delegation of Authority	21
SECTION 8 – MISCELLANEOUS		22
8.1	Non-Alienation of Benefits.....	22
8.2	Plan Does Not Affect Employment.....	22
8.3	Claims of Other Persons.....	22
8.4	Contracts and Certificates	22
8.5	Governing Law.....	22
8.6	Requests for Information.....	22
8.7	Mistaken Contributions or Other Plan Failures.....	22
SECTION 9 – AMENDMENT AND TERMINATION		23
9.1	Amendment and Termination.....	23
9.2	Distribution Upon Termination of the Plan.....	23
9.3	Limitation	23

SECTION 1. ESTABLISHMENT OF PLAN

The Washington State University (“WSU”) Board of Regents established the Washington State University Retirement Plan as of July 1, 1974. This plan document sets forth the provisions of the Plan, as amended through March, 2020 but with a general retroactive effective date of January 1, 2010 as provided for in Rev. Proc.2013-22. This plan is a governmental plan as defined in Code Section 414(d) and is intended to satisfy the provisions of Code Section 403(b).

SECTION 2. DEFINITIONS

The terms and phrases defined in this section have the following meanings throughout this Plan document.

2.1 Account means the account maintained for the benefit of any Participant or Beneficiary under a Funding Vehicle.

2.2 Account Balance means the total benefit to which a Participant or a Beneficiary is entitled under all Funding Vehicles, taking into account all contributions made to the Funding Vehicle and all Earnings and expenses allocable to the Account, and any distributions made to the Participant or Beneficiary.

2.3 Annuity Contract means a nontransferable group or individual contract described in Code Section 403(b)(1) that is issued by a Fund Sponsor and that includes payment in the form of an annuity.

2.4 Beneficiary means the person(s), including one or more trusts or other entities the Participant designates in writing, contingently or successively, to receive the Participant’s Account (or remaining Account) under the Plan in the event of the Participant’s death. If the Participant is married or remarries, the Participant’s designation (including a pre-existing designation in the case of remarriage) of someone other than the spouse as a primary Beneficiary requires the written consent of the spouse. Any such consent must be witnessed by a notary public. Unless the consent expressly provides that the Participant may designate an additional Beneficiary or Beneficiaries without further consent of the spouse, the consent will be effective only with respect to the specific designation to which the consent relates. Spousal consent will be effective only with respect to that spouse. Such consent will not be required if it is established to the satisfaction of the Plan Administrator that there is no spouse or that the spouse cannot be located. A Participant’s Beneficiary designation must be made on a form provided for this purpose by the Plan Administrator or by a Fund Sponsor and must be on file with the Plan Administrator or Fund Sponsor. If a Participant fails to designate a Beneficiary, the Participant’s Account (or remaining Account remaining on the Participant’s death) will be paid in the following order of priority: (a) to the Participant’s surviving spouse, and, if none; (b) to the Participant’s surviving children and lineal descendants, by right of representation and not per capita, and, if none; (c) to the Participant’s surviving parents, and, if none; (d) to the Participant’s estate. For purposes of Sections 6.3 and 6.5, a Designated Beneficiary means as described in Treas. Reg. Section 1.401(a)(9)-4 and, as applicable and the context requires, an “Eligible Designated Beneficiary” under the Secure Act.

2.5 Board means the Board of Regents of Washington State University.

2.6 Break in Service means termination of all WSU employment and appointments for at least one (1) full day.

2.7 Code means the Internal Revenue Code of 1986, as amended.

2.8 Compensation for purposes of computation of Plan contributions means the amount paid by WSU to a Participant under the terms of his or her appointments, including summer and other extended appointments. Compensation shall be determined before taking into account any salary reduction under Code Sections 125, 132, 403(b) or 457(a). Compensation includes Post-Severance Compensation consisting of regular pay but excludes all other Post-Severance Compensation. Compensation also excludes leave cash-out payments, any settlement, severance or tenure purchase payments, any amounts paid for teaching overloads, extra services, and royalties from intellectual property, deferred compensation, incentive compensation, supplemental compensation, and any other forms of additional compensation. In the case of employees on contract, the contract may exclude additional items from Compensation. Notwithstanding the foregoing, for purposes of the Annual Additions Limit under Section 4.12(b)(vi), Compensation means Includible Compensation.

2.9 Custodial Account means the group or individual custodial account or accounts described in Code Section 403(b)(7), to hold regulated investment company stock issued by a Fund Sponsor.

2.10 Differential Wage Payment means as defined in Code Section 3401(h).

2.11 Earnings means the net income, gain or loss earned by an Account or with respect to a contribution or distribution, as the context requires.

2.12 Election means any Participant or Beneficiary written election (including made in electronic form) under the Plan and which is made on/in the form the Plan Administrator or the Fund Sponsor provides for this purpose. An Election must be made in the manner and within the time period the Plan, the Plan Administrator, or the Fund Sponsor prescribe, and as is consistent with Code Section 403(b) or other applicable law.

2.13 Elective Deferral means a Participant's pre-tax deferrals which WSU contributes to the Participant's Account at the Participant's Election in lieu of the Participant receiving cash compensation. A Mandatory Contribution is not an Elective Deferral.

2.14 Eligible Employee means any Employee of WSU who is employed in an Eligible Position; provided however, that an Employee is not an Eligible Employee if the Employee:

(a) was first hired by WSU on or after July 1, 2011, and who within thirty (30) days after employment commencement made an irrevocable Election to participate in a WSRS plan as identified in RCW 41.32 or RCW 41.40 (including an Election under Section 3.2(b));

(b) having been a Participant in the Plan, has retired from WSU as described in and in accordance with the policies and guidelines established by the Plan Administrator and then in effect; or

(c) was first hired by WSU on or after July 1, 2011, and as described in RCW 28B.10.400(2), is eligible for normal retirement or has taken (drawing benefits under) normal or early retirement under a WSRS plan as identified in RCW 41.50.030 .

2.15 Eligible Position means a WSU faculty, administrative professional staff, or coach position in which the Employee has at least fifty (50%) percent full-time equivalency in at least one (1) semester of each Plan Year or equivalent period, but does not include Agricultural Extension Service employees on a federal appointment or persons rendering a professional service on a fee, retainer, or special contract basis, or as an incident to the private practice of a profession. Classified positions prior to April 26, 1973, and administrative professional positions prior to April 26, 1973, or after September 30, 1992, are Eligible Positions, provided the Employee holding such positions did not elect to participate in or transfer to PERS prior to January 1, 1974. A civil service position held by a Participant as described in Section 3.1(e) and 3.2(d) is an Eligible Position. An Eligible Employee, once having begun participation in this Plan, shall be deemed to be employed in an Eligible Position even if his or her position no longer requires at least fifty (50%) percent full-time equivalence, so long as the position otherwise qualifies as an Eligible Position.

2.16 Employee means each individual who is a common law employee of the State of Washington performing services for WSU, including an individual who is appointed or elected. This definition is not applicable unless the Employee's compensation for performing services for WSU is paid by the State of Washington. Further, a person occupying an elective or appointive public office is not an Employee unless such office is one to which an individual is elected or appointed only if the individual has received training, or is experienced, in the field of education. A public office includes any elective or appointive office of the State of Washington. An individual receiving a Differential Wage Payment from WSU is treated as a WSU Employee.

2.17 Employment Commencement Date means the date on which the Employee first performs Service for WSU. References in the Plan to "hire date" mean the Employment Commencement Date. The Re-Employment Commencement Date means the date on which the Employee first performs Service for WSU after WSU re-hires the Employee.

2.18 Fund Sponsor means an insurance, variable annuity, or investment company that provides Funding Vehicles available to Participants under this Plan.

2.19 Funding Vehicles means the Annuity Contracts and Custodial Accounts available for investing contributions under this Plan, as specifically approved by WSU under Section 5.1.

2.20 Includible Compensation means an Employee's compensation received from the Employer that is includible in the Participant's gross income for Federal income tax purposes (computed without regard to Code Section 911 relating to United States citizens or residents living abroad), including Differential Wage Payments, for the most recent period that is a Year of 403(b) Service. Includible Compensation also includes any Elective Deferral or other amount contributed or deferred by the Employer at the election of the Employee that would be includible in the Employee's gross income but for the rules of Code Sections 125, 132(f)(4), 402(e)(2),

402(h)(1)(B), 402(k), or 457(b). Includible Compensation does not include any Compensation other than Post-Severance Compensation, paid after Severance of Employment. The amount of Includible Compensation is determined without regard to any community property laws. Except as provided in Treas. Reg. Section 1.401(a)(17)-1(d)(4)(ii) with respect to eligible participants in governmental plans, the amount of Includible Compensation of any Participant taken into account in determining contributions will not exceed \$285,000, as adjusted for cost-of-living increases in accordance with Code Section 401(a)(17)(B) for periods after 2020.

2.21 IRA means an individual retirement account under Code Section 408(a) or an individual retirement annuity under Code Section 408(b).

2.22 IRS means the Internal Revenue Service.

2.23 Mandatory Contribution means a mandatory pre-tax contribution by a Participant which the Participant agrees to make as a condition of employment by WSU. All contributions to the Plan made from a Participant's Compensation, except Elective Deferrals, are Mandatory Contributions.

2.24 Matching Contribution means a WSU funded contribution made with respect to a Participant's Elective Deferrals.

2.25 Nonelective Contribution means a WSU funded contribution which is not a Matching Contribution.

2.26 Participant means any Eligible Employee of WSU who participates in the Plan in accordance with Section 3 and who is contributing to the Plan (or has made contributions to the Plan and who still has an Account) in accordance with Section 4.

2.27 PERS means the Washington Public Employees' Retirement System under RCW 41.40.

2.28 Plan means the Washington State University Retirement Plan as set forth in this document as it may be amended from time to time in accordance with Section 10.1.

2.29 Plan Administrator means WSU and its designees in accordance with Section 8.1.

2.30 Plan Contributions means Elective Deferrals, Mandatory Contributions, Nonelective Contributions and/or Matching Contributions as the context requires.

2.31 Plan Year means the calendar year.

2.32 Post-Severance Compensation means Compensation paid after a Participant's Severance from Employment from WSU, to include regular pay, leave cash-outs, or deferred compensation paid within the time period described herein. Any other payment paid after Severance from Employment is not Compensation even if payment is made within the time period described below. Post-Severance Compensation does not include severance pay, parachute payments under Code Section 280G(b)(2) or payments under a nonqualified unfunded deferred compensation plan unless the payments would have been paid at that time without regard to

Severance from Employment. Post-Severance Compensation includes regular pay, leave cash-outs, or deferred compensation only to the extent WSU pays such amounts by the later of two and one-half (2 ½) months after Severance from Employment or by the end of the Limitation Year (under Section 4.12(b)(viii)) that includes the date of such Severance from Employment. Regular pay means the payment of regular Compensation for services during the Participant's regular working hours, or Compensation for services outside the Participant's regular working hours (such as overtime or shift differential), commissions, bonuses, or other similar payments, but only if the payment would have been paid to the Participant prior to a Severance from Employment if the Participant had continued in employment with WSU. Leave cash-outs means payments for unused accrued bona fide sick, vacation, or other leave, but only if the Employee would have been able to use the leave if employment had continued and if Compensation would have included those amounts if they were paid prior to the Participant's Severance from Employment. Deferred compensation means the payment of deferred compensation pursuant to an unfunded deferred compensation plan, if Compensation would have included the deferred compensation if it had been paid prior to the Participant's Severance from Employment, but only if the payment would have been paid at the same time if the Participant had continued in employment with WSU and only to the extent that the payment is includible in the Participant's gross income.

2.33 Qualified Military Service means as defined in Code Section 414(u)(5). Notwithstanding any provision in the Plan to the contrary, as to Qualified Military Service, the Plan will credit Service, the Employer will make Plan Contributions, and the Plan will provide benefits in accordance with Code Section 414(u).

2.34 Related Employer means WSU and any other entity that is related to WSU under Code Sections 414(b), (c), (m) or (o). WSU will determine which entities are Related Employers based on a reasonable, good faith standard and taking into account the special rules applicable under IRS Notice 89-23.

2.35 SECURE Act means the Setting Up Every Community for Retirement Enhancement Act of 2019.

2.36 Service means any period of time the Employee is in the employ of WSU, including any period the Employee is on an unpaid leave of absence authorized by WSU under a uniform policy applicable to all Employees.

2.37 Severance from Employment or "Separation from Service" occurs when an Employee ceases to be employed by WSU or a Related Employer that is eligible to maintain a section 403(b) Plan under Treas. Reg. Section 1.403(b)-2(b)(8), even if the Employee remains employed with another entity that is a Related Employer where either: (a) such Related Employer is not an eligible employer; or (b) the Employee is employed or in a capacity that is not employment with an eligible employer.

2.38 Spouse means the person to whom the Participant is legally married and for this Plan also includes a registered domestic partner under RCW 26.60 et seq or other applicable law.

2.39 Taxable Year means the taxable year of a Participant.

2.40 TRS means the Washington State Teachers' Retirement System under RCW 41.32.

2.41 Unbroken Service means Service as an Employee without a Break in Service.

2.42 USERRA means the Uniformed Services Employment and Reemployment Rights Act of 1994, as amended.

2.43 WSU means Washington State University.

2.44 Washington State Retirement System (WSRS) means any retirement system paid for by the State of Washington and administered by the Washington State Department of Retirement Systems, as identified in RCW 41.50.030.

2.45 Year of 403(b) Service means for purposes of determining Includible Compensation, each full year during which an individual is a full-time Employee, plus fractional credit for each part of a year during which the individual is either a full-time Employee of the Employer for a part of a year or a part-time Employee of the Employer, determined under Treas. Reg. Section 1.403(b). An Employee's number of Years of 403(b) Service equals the aggregate of such years or parts of years. The work period is the Employer's annual work period.

SECTION 3. ELIGIBILITY AND PARTICIPATION

3.1 Participation for Employees Hired Before January 1, 2012.

(a) Two (2) Year Elective Deferral Period. An Eligible Employee may become a Participant as of the date of his or her employment in an Eligible Position or any time during the first two (2) years of employment by submitting an Election to the Plan Administrator to make Elective Deferrals. A Participant during the first two (2) years of employment also may make an Election to: (i) change the amount of their Elective Deferrals; (ii) revoke their Election to make Elective Deferrals; or (iii) re-elect to make Elective Deferrals after having revoked a prior Election. Any Elective Deferral Election submitted to the Plan Administrator will become effective as of the first (1st) administratively practicable payroll date or payroll period on or following the Plan Administrator's actual receipt of the Election. The provisions of this Section 3.1(a) apply notwithstanding any contrary provision in Section 4.1.

(b) Mandatory Contributions After Two (2) Years. An Eligible Employee must become a Participant and begin making Mandatory Contributions no later than the second (2nd) anniversary of his or her date of employment in an Eligible Position. Once having begun participation in this Plan, a Participant cannot cease participation while employed in an Eligible Position, except as provided below.

(c) Reclassification or Appointment to Eligible Position. An existing Employee who is then a participant in a WSRS plan and who is reclassified or appointed to an Eligible Position may make an irrevocable Election to become a Participant in this Plan or remain in the WSRS plan by making such Election within ninety (90) days of being notified of reclassification or appointment to an Eligible Position. If no timely Election is made, the Employee will remain in the WSRS plan. Such Election may be made only once

in an Employee's Unbroken Service, and such Election shall be irrevocable, except as identified in Section 3.1(c)(i).

(i) Reclassification or Appointment to a Different Eligible Position Classification. An Employee who under Sections 3.1(c) or 3.1(d) was offered an Election to become a Participant in this Plan or remain as a participant in a WSRS plan, and who on or after July 1, 2011, is reclassified or appointed to an Eligible Position in an employment type not previously held, will be offered a new Election opportunity to stay in their current retirement plan or elect to enroll in this Plan or the applicable WSRS plan. For purposes of this section, "employment type" means an eligible faculty, administrative professional or coach classification.

(d) New Employee Participating in WSRS Plan. A participant in a WSRS plan who leaves their former employer and immediately commences employment with WSU (no work days missed) in an Eligible Position, may make an irrevocable Election to become a Participant in this Plan or remain in the WSRS plan (provided that such plan is offered at WSU and such Election to remain is permitted by the Department of Retirement Systems), by making such Election within thirty (30) days after commencing employment in an Eligible Position. If no timely Election is made, the Employee will immediately begin participation in this Plan. Such Election may be made only once in an Employee's Unbroken Service, and such Election shall be irrevocable, except as identified in Section 3.1(c)(i).

(e) Participants Reclassified or Appointed to Civil Service.

(i) Reclassification or Appointment Prior to January 1, 2012. A Participant in this Plan who prior to January 1, 2012, was reclassified or appointed to a civil service position will remain a Participant in the WSURP, provided there is no Break in Service. If an Eligible Employee has not reached the second (2nd) anniversary of his or her date of employment in an Eligible Position, and has not made an Election to become a Participant, the Employee will be enrolled in a WSRS plan.

(ii) Reclassification or Appointment After December 31, 2011. A Participant in this Plan who after December 31, 2011, is reclassified or appointed to a civil service position, may make an Election to participate in a WSRS plan or remain in this Plan as specified in the policies adopted by the Plan Administrator and then in effect.

3.2 Participation for Employees Hired On and After January 1, 2012.

(a) Immediate Mandatory Contributions. Unless they make an Election under this Section 3 to participate in a WSRS plan, an Eligible Employee who is hired into an Eligible Position immediately will become a Participant in the Plan effective as of Employment Commencement Date and is subject to making the Mandatory Contributions described in Section 4.1.

(b) New WSU Employee Never a Member in a WSRS Plan. An otherwise Eligible Employee who has never been a member of a WSRS plan who is hired into an Eligible Position within thirty (30) days thereafter may make an Election to participate either: (i) in this Plan; (ii) in TRS Plan 3 if employed in an eligible faculty position; or (iii) in PERS Plan 3 if employed in an eligible administrative professional position. If the employee elects to participate in TRS 3 or PERS 3, the Employee is not an Eligible Employee. If no timely Election is made, the Eligible Employee will become a Participant in this Plan.

(c) New WSU Employee Currently or Formerly a Member in a WSRS Plan. An otherwise Eligible Employee who is or was a member of a WSRS plan and who is hired into an Eligible Position within thirty (30) days thereafter may make an Election to participate either in this Plan or in a PERS or TRS plan as specified in the policies adopted by the Plan Administrator. If the Employee elects to participate in a PERS or TRS plan, the employee is not an Eligible Employee. If no timely Election is made, the Eligible Employee will become a Participant in this Plan.

(d) WSU Employee Who is Reclassified or Appointed to or from an Eligible Position. A WSU employee who is: (i) a participant in a WSRS plan who is reclassified or appointed to an Eligible Position; or (ii) a Participant in this Plan who is reclassified or appointed to a position that qualifies for participation in a WSRS plan, within thirty (30) days thereafter, may make an irrevocable Election to participate in this Plan or a WSRS plan as specified in the policies adopted by the Plan Administrator, provided the employee is an Eligible Employee in accordance with Section 2.14.

3.3 No Simultaneous Participation. A Participant may not contribute under both this Plan and a WSRS plan at the same time; provided that this Section 3.3 does not limit participation in a plan established pursuant to RCW 28B.10.480 or RCW 41.50.770.

3.4 Enrollment in Plan and Failure to Make Elections. An Eligible Employee must make their Election in the form/format as provided by the Plan Administrator. Funding Vehicle selection must be made with the Fund Sponsor(s) as directed by the Plan Administrator. Failure to submit Elections will not delay participation in the Plan and may result in the application of Funding Vehicle default provisions, each in accordance with the Plan terms.

3.5 Termination of Contributions. All Plan Contributions by and as to a Participant will cease if:

- (a) The Participant ceases to be an Eligible Employee;
- (b) WSU terminates the Plan;
- (c) The Participant makes an Election or is defaulted into a WSRS plan in accordance with the provisions of this Plan; or
- (d) As to a Taxable Year or Limitation Year, the Participant has reached the Elective Deferral Limit or the Annual Additions Limit for that Year and as applicable to the Plan Contributions.

SECTION 4. CONTRIBUTIONS

4.1 Mandatory Contributions and Nonelective Contributions. A Participant must contribute a Mandatory Contribution equal to five (5%) percent of Compensation from date of participation until the end of the month in which his or her thirty-fifth (35th) birthday occurs, then must contribute a Mandatory Contribution equal to seven and one-half (7½%) percent of Compensation commencing thereafter. WSU will make a Nonelective Contribution for each Participant in an amount equal to the Participant's Mandatory Contribution amount.

4.2 Elective Deferrals, Catch-up Deferrals and Matching Contributions. A Participant may make an Election to defer two and one-half (2½%) percent as an Elective Deferral at any time following the month during which his or her fiftieth (50th) birthday occurs; provided that such Election may be revoked and thereafter re-elected at the option of the Participant. A Catch-up Eligible Participant also may make or revoke an Election to make Catch-up Deferrals. If the Participant makes Elective Deferrals or Catch-up Deferrals under this Section 4.2, WSU will make a Matching Contribution in an amount equal to the Participant's Elective Deferrals.

(a) Age 50 Catch-up Deferrals.

(i) Definition of Catch-up Eligible Participant. A Catch-Up Eligible Participant is a Participant who is eligible to make Elective Deferrals and has attained age fifty (50) or who will attain age fifty (50) before the end of the Taxable Year in which the Participant will make a Catch-up Deferral. A Participant who dies or who incurs a Separation from Service before actually attaining age fifty (50) in such Taxable Year is a Catch-up Eligible Participant.

(ii) Definition and Treatment of Age 50 Catch-Up Deferral. An Age 50 Catch-up Deferral is an Elective Deferral by a Catch-up Eligible Participant and which exceeds the Elective Deferral Limit under Section 4.12(a) or the Annual Additions Limit under Section 4.11(b). Age 50 Catch-up Deferrals are not subject to the Elective Deferral Limit under Section 4.11(a) or to the Annual Additions Limit under Section 4.11(b).

(iii) Limit on Age 50 Catch-Up Deferrals. A Participant's Age 50 Catch-up Deferrals for a Taxable Year may not exceed the lesser of: (a) 100% of the Participant's Compensation for the Taxable Year when added to the Participant's other Elective Deferrals; or (b) the Catch-up Deferral dollar limit in effect for the Taxable Year (\$6,500 for 2020). After the 2020 Taxable Year, the IRS will adjust the Age 50 Catch-up Deferral dollar limit in multiples of \$500 under Code Section 414(v)(2)(C).

4.3 Income Tax Deferral. Plan Contributions shall be made on a tax-deferred basis as authorized under Section 403(b) of the Code; provided that Participant contributions shall be made on a non-tax-deferred basis for certain Participants who so elected on an irrevocable basis prior to February 1, 1998.

4.4 Limit on Compensation Taken into Account. For any Plan Year, the Plan Administrator in allocating Plan Contributions, cannot take into account more than \$285,000 (or for years after 2020, such larger amount as the IRS may prescribe pursuant to an adjustment made in the same manner as under Code Section 415(d)) of any Participant's Compensation. Notwithstanding the foregoing, a Participant may make Elective Deferrals with respect to Compensation which exceeds the Plan Year Compensation limitation, provided such Elective Deferrals otherwise satisfy the Elective Deferral Limit and other applicable Plan limitations. In applying any Plan limitation on the amount of Matching Contributions, where such limits are expressed as a percentage of Compensation, the Plan Administrator may apply the Compensation limit under this Section 4.4 annually, even if the Matching Contribution formula is applied on a per pay period basis or is applied over any other time interval which is less than the full Plan Year or, the Plan Administrator may pro rate the Compensation limit. This Section 4.4 will not apply to a Participant who first became a Participant during a Plan Year beginning before January 1, 1996 (or, if earlier, the first Plan Year in which the Employer amended the Plan to reflect the limitation of Code Section 401(a)(17)) to the extent it would reduce the Participant's Compensation taken into account to an amount less than the amount allowed under the Plan as in effect on July 1, 1993.

4.5 Contribution Transmission. WSU will transmit to the Fund Sponsors all Plan Contributions as soon as is administratively practicable and within any time period required under applicable law.

4.6 Leave of Absence.

(a) Leave of Absence with Pay. During an authorized leave of absence with pay, Plan Contributions will continue to be made. Plan Contributions will be calculated based on the Participant's Compensation paid by WSU during the leave of absence.

(b) Military Service. This Section 4.6(b) applies to an Employee who: (1) has completed Qualified Military Service under USERRA; (2) the Employer has rehired under USERRA; and (3) is a Participant entitled to make-up contributions under Code Section 414(u). This Section 4.6(b) also applies to an Employee who dies or becomes disabled while performing Qualified Military Service.

(i) WSU Contributions. WSU will make up any Plan Contributions WSU would have made and which the Plan Administrator would have allocated to the Participant's Account had the Participant remained employed by WSU during the period of Qualified Military Service. WSU will make up any Matching Contribution or Nonelective Contribution that WSU would have made and which the Plan Administrator would have allocated to the Participant's Account during the period of Qualified Military Service, but only to the extent of any make-up Elective Deferrals or make-up Mandatory Contributions that the Participant makes under Section 4.6(b)(iii).

(ii) Compensation. For purposes of this Section 4.6(b), the Plan Administrator will determine an affected Participant's Compensation as follows. A Participant during his or her period of Qualified Military Service is deemed to receive Compensation equal to that which the Participant would have received had he or she remained employed by WSU, based on the Participant's rate of pay that

would have been in effect for the Participant during the period of Qualified Military Service. If the Compensation during such period would have been uncertain, the Plan Administrator will use the Participant's actual average Compensation for the twelve (12) month period immediately preceding the period of Qualified Military Service, or if less, for the period of employment.

(iii) Elective Deferrals and Mandatory Contributions. During a Participant's period of Qualified Military Service, the Plan Administrator must allow a Participant to make up Elective Deferrals or Mandatory Contributions to his or her Account. The Participant may make up the maximum amount of Elective Deferrals or Mandatory Contributions which he or she under the Plan terms would have been able to contribute during the period of Qualified Military Service (less any such amounts the Participant actually contributed during such period) and the Participant must be permitted to contribute any lesser amount as the Plan would have permitted. The Participant must make up any contribution under this Section 4.5(b)(iii) commencing on his or her Re-Employment Commencement Date and not later than five (5) years following the Re-employment Commencement Date (or if less, a period equal to three (3) times the length of the Participant's Qualified Military Service triggering such make-up contribution).

(iv) Limitations. Contributions under this Section 4.6(b) are Annual Additions under Section 4.12(b) and are subject to the Elective Deferral Limit under Section 4.12(a) in the year to which such contributions are allocated, but not in the year in which such contributions are made.

(v) Differential Wage Payments. The Plan is not treated as failing to meet the requirements of any provision described in this Section 4.6(b) by reason of any contribution or benefit which is based on a Differential Wage Payment. The preceding sentence applies only if all Employees performing service in the uniformed services described in Code Section 3401(h)(2)(A) are entitled to receive Differential Wage Payments on reasonably equivalent terms and, if eligible to participate in a retirement plan maintained by the Employer, to make contributions based on the payments on reasonably equivalent terms (taking into account Code Sections 410(b)(3), (4), and (5)). The Plan Administrator operationally may determine, for purposes of any provision described in this Section 4.6(b), whether to take into account any Elective Deferrals, and if applicable, any Matching Contributions, attributable to Differential Wage Payments.

(vi) No Earnings. A Participant receiving any make-up contribution under this Section 4.6(b) is not entitled to an allocation of any Earnings on any such contribution prior to the time that WSU actually makes the contribution (or timely deposits the Participant's own make-up Elective Deferrals or Mandatory Contributions) to the Plan.

(vii) HEART Act Death Benefits. If a Participant dies while performing Qualified Military Service, the Participant's Beneficiary is entitled to any additional benefits (other than benefit accruals relating to the period of Qualified

Military Service) provided under the Plan as if the Participant had resumed employment and then terminated employment on account of death.

(c) Leave of Absence Without Pay. A Participant who returns to employment with WSU immediately following an authorized leave of absence without pay, other than an absence described in Section 4.5(b), and who remains employed by WSU for at least two (2) years after such return, will receive credit for the leave period to be used in the computation of benefits as described in RCW 28B.10.407, not to exceed a maximum of two (2) years' credit, provided: (i) the Participant is eligible for such benefits; and (ii) makes the contributions described in this Section 4.5(c). The Participant must contribute the total amount that the Participant would have been contributed had the Participant not been on leave (including any amount WSU would have contributed) less any contributions under Sections 4.6(a) or (b) with respect to the same leave. The contributions under this Section 4.6(c) will be based on the average of the Participant's Compensation at the time the leave of absence was authorized and the time the Participant resumes employment with WSU. WSU will not make Matching Contributions or Nonelective Contributions with respect to such contributions. The Participant may not make the contributions until they have satisfied the two (2) year post-leave service condition described above, and the Participant must make the contributions no later than the end of the fifth (5th) year after returning from the leave.

4.7 Rollovers or Transfers to the Plan. The Plan does not accept rollovers or transfers from other plans, accounts, or annuities.

4.8 Vesting of Contributions. Each contract and certificate issued in accordance with the provisions of the Plan is the property of the Participant. Amounts attributable to Plan Contributions by the Participant and WSU are immediately vested and shall be nonforfeitable, subject to Section 9.7. However, Plan Contributions based on a mistake of fact, shall be returned to WSU if WSU so requests as provided in Section 9.7(a).

4.9 Account Statement. At least once a year, and more often as may be required by applicable law, the Fund Sponsor(s) will send each Participant a report summarizing the status of his or her Account. A Participant may obtain similar reports or illustrations upon Separation from Service or at any other time by writing directly to the Fund Sponsor(s).

4.10 No Reversion. Under no circumstances will any Plan Contributions revert to, be paid to, or inure to the benefit of, directly or indirectly, WSU, except as provided in Section 8.7(a).

4.11 Maximum Contribution. Plan Contributions for a Participant for any calendar year, together with contributions for the Participant under any other plan subject to Code Sections 402(g) or 403(b), shall not exceed the Elective Deferral Limit and the Annual Additions Limit, except as permitted by Code Section 414(v) as to age 50 Catch-up Deferrals.

(a) Annual Elective Deferral Limitation. A Participant's Elective Deferrals for a Taxable Year may not exceed the Elective Deferral Limit. Age 50 Catch-up Deferrals are not subject to the Elective Deferral Limit.

(i) Definition of Elective Deferral Limit. The Elective Deferral Limit is the Code Section 402(g) limitation on each Participant's Elective Deferrals for each Taxable Year. The Elective Deferral Limit is \$19,500 in 2020, and in future years is subject to adjustment by the IRS in multiples of \$500 under Code Section 402(g)(4). However, in no event shall a Participant's Elective Deferrals exceed the Participant's Compensation for the Taxable Year. If the Participant's Taxable Year is not a calendar year, the Plan Administrator must apply the Code Section 402(g) limitation in effect for the calendar year in which the Participant's Taxable Year begins.

(ii) Definition of Excess Deferral. A Participant's Excess Deferral is the amount of Elective Deferrals for a Taxable Year which exceeds the Elective Deferral Limit.

(iii) Suspension after Reaching Limit. If the Plan Administrator determines a Participant's Elective Deferrals to the Plan for a Taxable Year would exceed the Elective Deferral Limit, the Plan Administrator will suspend the Participant's Elective Deferrals, if any, until the following January 1 and will pay to the Participant in cash the portion of the Elective Deferrals which would result in the Participant's Elective Deferrals for the Taxable Year exceeding the Elective Deferral Limit.

(iv) Correction. If the Plan Administrator determines a Participant's Elective Deferrals already contributed to the Plan for a Taxable Year exceed the Elective Deferral Limit, the Plan Administrator will distribute the Excess Deferrals as adjusted for Allocable Income, no later than April 15 of the following Taxable Year (or if later, the date permitted under Code Sections 7503 or 7508A).

(v) 415 Interaction. If the Plan Administrator distributes the Excess Deferrals by the April 15 deadline under Section 4.11(a)(iv), the Excess Deferrals are not an Annual Addition under Section 4.11(b), and the Plan Administrator may make the distribution irrespective of any other provision under this Plan or under the Code. Elective Deferrals distributed to a Participant as an Excess Amount in accordance with Section 4.11(b) are not taken into account in determining the Participant's Elective Deferral Limit.

(vi) More than One Plan. If a Participant participates in another plan subject to the Code Section 402(g) limitation under which the Participant makes elective deferrals pursuant to a 401(k) Plan, elective deferrals under a SARSEP, elective contributions under a SIMPLE IRA or salary reduction contributions to a 403(b) plan (irrespective of whether WSU maintains the other plan), the Participant may provide to the Plan Administrator a written claim for Excess Deferrals made to the Plan for a Taxable Year. The Participant must submit the claim no later than the March 1 following the close of the particular Taxable Year and the claim must specify the amount of the Participant's Elective Deferrals under this Plan which are Excess Deferrals. The Plan Administrator may require the Participant to provide reasonable evidence of the existence of and the amount of the Participant's Excess Deferrals. If the Plan Administrator receives a timely claim which it approves, the Plan Administrator will distribute the Excess Deferrals as adjusted for Allocable

Income the Participant has assigned to this Plan, under this Section 4.11(a)(vi). If a Participant has Excess Deferrals because of making Elective Deferrals to this Plan and other WSU plans (but where the Elective Deferral Limit is not exceeded based on the Participant's Elective Deferrals to any single plan), the Participant for purposes of this Section 4.11(a)(vi) is deemed to have notified the Plan Administrator of this Plan of the Excess Deferrals.

(vii) Definition of Allocable Income. Allocable Income means Earnings allocable to the Excess Deferrals for and through the end of the Taxable Year in which the Participant made the Excess Deferral. To calculate Allocable Income for the Taxable Year, the Plan Administrator will use a uniform method which reasonably reflects the manner used by the Plan Administrator to allocate Earnings to Participants' Accounts or the "alternative method" under Treas. Reg. Section 1.402(g)-1(e)(5)(iii).

(b) Annual Code Section 415 Limit. The amount of Annual Additions which the Plan Administrator may allocate under this Plan to a Participant's Account for a Limitation Year may not exceed the Annual Additions Limit.

(i) Prevention. If the Annual Additions the Plan Administrator otherwise would allocate under the Plan to a Participant's Account for the Limitation Year would exceed the Annual Additions Limit, the Plan Administrator will not allocate the Excess Amount, but instead will take any reasonable, uniform action the Plan Administrator determines necessary to avoid allocation of an Excess Amount including: (1) suspending or limiting a Participant's additional Mandatory Contributions or Elective Deferrals; (2) reducing WSU's future Plan Contribution(s); or (3) suspending or limiting the allocation to a Participant of any Plan Contribution previously made to the Plan (exclusive of Elective Deferrals). If the Plan Administrator allocates to a Participant an Excess Amount, the Plan Administrator must dispose of the Excess Amount in accordance with Section 4.11(b)(ix).

(ii) Aggregation of WSU 403(b) Plans. If Annual Additions are credited to any other WSU Code Section 403(b) Plan in addition to those credited under this Plan for a Limitation Year, the sum of the Participant's Annual Additions for the Limitation Year under the other plan and this Plan may not exceed the Annual Additions Limit.

(iii) Aggregation where Participant Controls any Employer. If a Participant is in control of any other employer for a Limitation Year, the sum of the Participant's Annual Additions for the Limitation Year under this Plan, any other WSU Code Section 403(b) plan, any defined contribution plans maintained by the controlled employers, and any Code Section 403(b) plans of any other employers may not exceed the Annual Additions Limit for the Limitation Year. The Plan Administrator determines "control" under Code Sections 414(b) or 414(c), as modified by Code Section 415(h), in accordance with the rules of Treas. Reg. Section 1.415(f)-1(f). A "defined contribution plan" means a defined contribution plan qualified under Code Sections 401(a) or 403(a), a Code Section 403(b) plan,

or a simplified employee pension plan under Code Section 408(k). The Plan Administrator will provide written or electronic notice to Participants that explains the limitation in this Section 4.11(b)(iii) in a manner calculated to be understood by the average Participant and informs Participants of their responsibility to provide information to the Plan Administrator that is necessary to satisfy this Section. The notice will advise Participants that the application of the limitations in this Section will take into account information supplied by the Participant and that failure to provide necessary and correct information to the Plan Administrator could result in adverse tax consequences to the Participant, including the inability to exclude contributions to the Plan under Code Section 403(b). The notice will be provided annually, beginning no later than the year in which the Employee becomes a Participant.

(iv) Ordering Rules. If a Participant's Annual Additions under this Plan and any other plans aggregated with the Plan under this Section 4.11(b) result in an Excess Amount, such Excess Amount will consist of the Amounts last allocated. If the Plan Administrator allocates an Excess Amount to a Participant on an allocation date of this Plan which coincides with an allocation date of another plan, the Excess Amount attributed to this Plan will equal the product of: (1) the total Excess Amount allocated as of such date, multiplied by (2) the ratio of (a) the Annual Additions allocated to the Participant as of such date for the Limitation Year under the Plan to (b) the total Annual Additions allocated to the Participant as of such date for the Limitation Year under this Plan and the other aggregated plans.

(v) Definition of Annual Addition. An Annual Addition means the Plan Contributions credited to a Participant's Account under this Plan and employer contributions, elective deferrals, employee contributions, mandatory contributions, allocations under a simplified employee pension plan and forfeitures credited to any other plan aggregated with the Plan under this Section 4.11(b); provided that Age 50 Catch-up Contributions, distributed Excess Deferrals under Section 4.11(a)(v) and certain other amounts described in Treas. Reg. Section 1.415(c)-1(b) are excluded. For purposes of the dollar limitation under Section 4.11(b)(vi), Annual Additions also include amounts allocated to an individual medical account (as defined in Code Section 415(l)(2)) included as part of a pension or annuity plan maintained by WSU and contributions paid or accrued attributable to post-retirement medical benefits allocated to the separate account of a key-employee (as defined in Code Section 419A(d)(3)) under a WSU welfare benefit fund (as defined in Code Section 419(e)).

(vi) Definition of Annual Additions Limit. The Annual Additions Limit is the lesser of: (i) \$57,000 in 2020 and as adjusted in future Limitation Years under Code Section 415(d)), or (ii) 100% of the Participant's Compensation for the Limitation Year.

(vii) Definition of Excess Amount. An Excess Amount is an excess of a Participant's Annual Additions for a Limitation Year over the Annual Additions Limit.

(viii) Definition of Limitation Year. The Limitation Year means the calendar year. However, if the Participant is in control of an employer under Section 4.11(b)(iii), the Limitation Year is the Limitation Year as defined in the defined contribution plan controlled by the Participant.

(ix) Correction of Excess Amount. If a Participant's Account exceeds the Annual Additions Limit for the Limitation Year, then the Plan may correct such excess in accordance with Section 9.7(b). Alternatively, the Plan Administrator may hold the Excess Amount in a separate account. The Excess Amount held in the separate account is includible in the Participant's gross income or the taxable year in which the Plan Contributions exceed the Annual Additions Limit. This separate account will be treated as a separate contract to which Code Section 403(c) (or another application provision of the Code) applies. Amounts in the separate account may be distributed at any time, notwithstanding any other provisions of the Plan.

SECTION 5. FUND SPONSORS AND FUNDING VEHICLES

5.1 The Fund Sponsors and Funding Vehicles. Participants and Beneficiaries may invest all Plan Contributions made to their Account in one or more Funding Vehicles made available by WSU to Participants and Beneficiaries under this Plan and in accordance with any applicable law restricting investments by Participants not residing in the United States. A Participant or Beneficiary may allocate Plan Contributions among Funding Vehicles in any whole number percentages totaling one hundred percent (100%). Participants and Beneficiaries are solely responsible for the investment of their Account. If a Participant or Beneficiary fails to direct the investments of his or her Account, the Account will be invested in a Funding Vehicle selected by WSU for such non-directing Participants and Beneficiaries. WSU's current choice of Fund Sponsor(s) and Funding Vehicles is not intended to limit future additions or deletions by WSU of Fund Sponsors and Funding Vehicles. The Plan Administrator shall maintain a list of all Fund Sponsors under the Plan. Such list is hereby incorporated as part of the Plan. The Fund Sponsor(s) and WSU shall exchange such information as may be necessary to satisfy Code Section 403(b) or other requirements of applicable law. In the case of a Fund Sponsor that is not eligible to receive Plan Contributions (including a Fund Sponsor that has ceased to be a Fund Sponsor eligible to receive Plan Contributions), WSU shall keep the Fund Sponsor informed of the name and contact information of the Plan Administrator in order to coordinate information necessary to satisfy Code Section 403(b) or other requirements of applicable law. In the event that the Plan terms and the Funding Vehicles are in conflict, the Plan terms are controlling; provided that as to the timing or form of any Plan distribution, such timing or form must be permitted under the Funding Vehicles as well as under the Plan.

5.2 Funding Vehicle Exchange. A Participant may exchange all or a part of his or her Account between Funding Vehicles offered by a Plan Sponsor, subject to Fund Sponsor and/or Funding Vehicle contractual requirements, and to Code Section 403(b) and the regulations thereunder. However, an investment exchange to an investment with a Fund Sponsor that is not eligible to receive Plan Contributions under Section 5.1 is not permitted.

5.3 Third Party Trading. The Participant, or his or her Beneficiary in the event of the Participant's death, is responsible for directing all funds invested under this Plan, and cannot assign that responsibility to another party, except that a Participant or Beneficiary may assign that

responsibility in writing to a third party that has been given a power of attorney, and investment directions may be given by the legal representative of a Participant or Beneficiary who is under a legal disability. Any investment direction under this Section 5.3 must be given in accordance with applicable law and any reasonable Plan Administrator or Fund Sponsor requirements.

SECTION 6. BENEFITS

6.1 Benefits During Life.

(a) Timing. A Participant may make an Election to commence distribution of his or her Account upon or following Separation from Service and at such other times (or upon such events) as the applicable Funding Vehicles and the Plan may permit; provided that such times and events are permissible under Code Section 403(b) and the regulations thereunder.

(i) In-Service Distribution at Age 59½ with Phased Retirement. A Participant who has elected phased retirement under applicable WSU procedures may commence distribution after reaching age 59½ even though the Participant has not incurred a Separation from Service.

(ii) No Other In-Service Distributions. The Plan does not permit any other distributions prior to a Participant's Separation from Service from WSU.

(b) Form. A Participant may receive distribution of his or her Account in the form of cash, payable either as a lump sum or in installment payments, or in the form of an annuity contract under which the Fund Sponsor will make payments to the Participant (and possibly to a Beneficiary), all in accordance with the payment options as authorized by the Fund Sponsor(s) and Funding Vehicles; provided that such payment options are consistent with the Plan and are permissible under Code Sections 403(b), 401(a)(9) and the regulations thereunder. The total amount of the annuity or other payment is calculated by the Fund Sponsors(s) on the rate and dividend basis then in effect and payments shall be made to the extent provided by the form of annuity.

(c) Participant Election. A Participant may make Elections as to time and form of payment of benefits under this Section 6.1 at such times and in the manner required by the Plan Administrator and Fund Sponsor(s), provided such elections are consistent with Code Section 403(b) and the regulations thereunder. All lifetime benefits are further subject to the required minimum distribution requirements of Section 6.3. A Participant will make such Elections directly to the Fund Sponsor(s).

(d) Spousal Consent Required. Effective on and following the execution of this Plan, a married Participant's Election to withdraw all or any portion of his or her Account requires the written consent of the Participant's spouse.

(i) Form of Spousal Consent. The consent of the spouse must be in writing, must acknowledge the effect of the Election or action to which the consent applies, and must be witnessed by a notary public. Unless the consent expressly provides that the Participant may make further elections without further consent of

the spouse, the consent will be effective only with respect to the specific Election to which the consent relates. Spousal consent will be effective only with respect to that spouse. Spousal consent will not be required if it is established to the satisfaction of the Plan Administrator that there is no spouse or that the spouse cannot be located.

6.2 Death Benefits. On the death of a Participant, the entire value of the Participant's Account (or of the remaining Account) is payable to the Participant's Beneficiary or Beneficiaries. The Beneficiary may make an Election as to the time and form of payment under any payment option available under the Funding Vehicles, provided such payment options are consistent with Code Sections 403(b), 401(a)(9) and the regulations thereunder. A Beneficiary will make such Elections directly to the Fund Sponsor(s). However, to the extent that the Account has previously been applied to purchase an annuity, payments shall be made only if and to the extent provided by the form of annuity. All death benefits are further subject to the required minimum distribution requirements of Section 6.3.

6.3 Minimum Distribution Requirements.

(a) Applicable Law. All distributions under this Plan will be made in accordance with Code Sections 403(b)(10) and 401(a)(9), as each is amended and in effect from time to time, and regulations thereunder. Notwithstanding anything to the contrary in this Section 7.3, required minimum distributions are subject to changes made under the SECURE Act and any regulations or other binding guidance issued thereunder.

(b) Lifetime Required Minimum Distributions. Participants who attained age 70½ prior to January 1, 2020, must receive distribution or commence distribution of his or her Account no later than April 1 following the calendar year in which the Participant attains age 70½ or, if later, April 1 following the calendar year in which the Participant Separates from Service. For Participants who attain age 70 ½ in 2020 or later, required minimum distributions must begin no later than April 1 of the calendar year following the calendar year in which the Participant attains age 72, or, if later, by April 1 following the calendar year in which the Participant Separates from Service. The annual lifetime minimum distribution amount will be calculated in accordance with Treas. Reg. §§1.401(a)(9)-2 and 1.401(a)(9)-5. The entire Account of each Participant will be distributed over a period not to exceed the life (or life expectancy) of the Participant or over the lives (or life expectancies) of the Participant and Designated Beneficiary. Notwithstanding the above, the Account for each Participant as of December 31, 1986, will be distributed in accordance with Treas. Reg. Section 1.403(b)-6(e)(6).

(c) Death Required Minimum Distributions. The annual death minimum distribution amount will be calculated in accordance with Treas. Reg. §§1.401(a)(9)-3 and 1.401(a)(9)-5.

(i) Death Before the Required Beginning Date. If the Participant dies prior to January 1, 2020 and before benefit payments are required to begin under Section 6.3(b), any benefits payable to a Designated Beneficiary will be paid, as the Designated Beneficiary elects: (a) by December 31 of the calendar year which contains the fifth (5th) anniversary of the Participant's death; or (b) beginning no

later than December 31 of the calendar year following the calendar year of the Participant's death, over a period not exceeding the life expectancy of the Designated Beneficiary. If the Designated Beneficiary is the surviving spouse, payment may be delayed until the date the Participant would have attained age 70½.

If the Participant dies in 2020 or later and before benefit payments are required to begin under Section 6.3(b), any benefits payable to (or for the benefit of) a Designated Beneficiary will be paid, as the Designated Beneficiary elects: (c) by the end of the tenth (10th) full calendar year after the Participant's death; or (d) beginning no later than the end of the first (1st) full calendar year after the Participant's death over the life of the designated Beneficiary or over a period not exceeding the life expectancy of the designated Beneficiary. If the Designated Beneficiary is the surviving spouse, the spouse may Elect to defer commencement of payments until the date the Participant would have attained age 72. Special rules apply as to payments to other (non-spouse) Designated Beneficiaries. If the Beneficiary is not a Designated Beneficiary, or if a Designated Beneficiary fails to make a payment Election, payment will be made within five (5) years as described in Section 6.3(c)(i)(a).

(ii) Death After the Required Beginning Date. Upon the Participant's death after the time benefits are required to begin under Section 6.3(b), any remaining benefits will be distributed at least as rapidly as under the method of distribution in effect at the time of the Participant's death. Minimum distributions will be calculated based on the longer life expectancy of the Participant or his or her Designated Beneficiary. If there is no Designated Beneficiary, the minimum distributions will be based on the Participant's remaining life expectancy.

(d) Separate Treatment of Contracts and Accounts. In applying the foregoing minimum distribution rules, each Annuity Contract or Custodial Account shall be treated as an IRA and distribution shall be made in accordance with the provisions of Treas. Reg. §1.408-8, except as provided in Treas. Reg. §1.403(b)-6(e).

6.4 No Loans. The Plan does not make loans to Participants or Beneficiaries.

6.5 Rollover Distributions.

(a) Direct Rollover. A Participant or the Beneficiary of a deceased Participant (or a Participant's spouse or former spouse who is an alternate payee under a domestic relations order, as defined in Code Section 414(p)(1)(B)) who is entitled to an Eligible Rollover Distribution from the Plan may make an Election to have any portion of that distribution paid directly to an Eligible Retirement Plan specified by the Participant or Beneficiary in a Direct Rollover. In the case of a distribution to a Designated Beneficiary who at the time of the Participant's death was neither the spouse of the Participant nor the spouse or former spouse of the participant who is an alternate payee under a domestic relations order, a Direct Rollover is payable only to an IRA that has been established on behalf of the Beneficiary as an inherited IRA (within the meaning of Code Section 408(d)(3)(C)).

(b) Rollover and Tax Notice. Each Fund Sponsor within a reasonable time period (and within any period prescribed by applicable law) before making an initial Eligible Rollover Distribution, will provide an explanation to the Participant of his or her right to elect a Direct Rollover and the income tax withholding consequences of not electing a Direct Rollover.

(c) Election. A Participant (including for this purpose, a former Employee) may elect, at the time and in the manner prescribed by the Fund Sponsor, to have any portion of his or her Eligible Rollover Distribution from the Plan paid directly to an Eligible Retirement Plan specified by the Participant in a Direct Rollover. For purposes of this Section 6.5, a Participant includes as to their respective interests: (1) a Participant's surviving spouse, (2) the Participant's spouse or former spouse who is an alternate payee under a QDRO, or (3) any other Beneficiary of a deceased Participant who is a Designated Beneficiary under Treas. Reg. Section 1.401(a)(9)-4.

(d) Rollover and Withholding Notice. At least 30 days and not more than 180 days prior to the distribution of an Eligible Rollover Distribution, the Plan must provide a written notice (including a summary notice as permitted under applicable IRS guidance) explaining to the distributee the rollover option, the applicability of mandatory 20% federal withholding to any amount not directly rolled over, and the recipient's right to roll over within 60 days after the date of receipt of the distribution ("rollover notice"). A recipient of an Eligible Rollover Distribution (whether he/she elects a Direct Rollover or elects to receive the distribution), also may elect to receive distribution at any administratively practicable time which is earlier than 30 days following receipt of the rollover notice. The provisions of this Section 6.5(d) do not apply to distributions to a Beneficiary described in Section 6.5(c)(3).

(e) Default Rollover. The Fund Sponsor, in the case of a Participant who does not respond timely to the rollover notice, may make a Direct Rollover of the Participant's Account in lieu of distributing the Participant's Account.

(f) Definitions. The following definitions apply to this Section 6.5:

(i) Direct Rollover. A Direct Rollover means a payment by the Plan to the Eligible Retirement Plan the distributee specifies in his or her Direct Rollover election or in the case of an automatic rollover, to the IRA that the Plan designates.

(ii) Eligible Retirement Plan. An Eligible Retirement Plan means an IRA, an annuity plan described in Code Section 403(a), a qualified trust described in Code Section 401(a), an arrangement described in Code Section 403(b), or an eligible deferred compensation plan described in Code Section 457(b) sponsored by a governmental employer which accepts the Participant's or alternate payee's Eligible Rollover Distribution. In the case of a Beneficiary described in Section 6.5(c)(3), an Eligible Retirement Plan is limited to an IRA that has been established on behalf of the Beneficiary as an inherited IRA (within the meaning of Code Section 408(d)(3)(C)).

(iii) Eligible Rollover Distribution. An Eligible Rollover Distribution means any distribution of all or any portion of the Participant's Account Balance, except: (a) any distribution which is one of a series of substantially equal periodic payments (not less frequently than annually) made for the life (or life expectancy) of the Participant or the joint lives (or joint life expectancies) of the Participant and the Participant's designated beneficiary, or for a specified period of ten (10) years or more; (b) any required minimum distribution under Section 6.3; (c) the portion of any distribution which is not includible in gross income (determined without regard to the exclusion for net unrealized appreciation with respect to employer securities); (d) any hardship distribution; (e) any distribution which otherwise would be an Eligible Rollover Distribution, but where the total distributions to the Participant during that calendar year are reasonably expected to be less than \$200; (f) any corrective distribution of excess amounts under Code Section 402(g), 401(k), 401(m), and/or 415(c) and income allocable thereto; (g) any loans that are treated as deemed distributions under Code Section 72(p) (h) dividends paid on employer securities described in Code Section 408(k); (i) the costs of life insurance coverage (P.S. 58 costs); (j) prohibited allocations treated as deemed distributions under Code Section 409(p); and (k) permissible withdrawals from a EACA described in Code Section 414(w). A portion of a distribution shall not fail to be an Eligible Rollover Distribution merely because the portion consists of after-tax employee contributions which are not includible in gross income. However, such portion may be transferred only to (i) an IRA or (ii) a qualified plan described in Code Sections 401(a) or 403(a), or (iii) a tax-sheltered annuity described in Code Section 403(b) that agrees to separately account for amounts so transferred, including separately accounting for the portion of such distribution which is includible in gross income and the portion of such distribution which is not so includible.

SECTION 7. ADMINISTRATION

7.1 Plan Administrator. WSU is the Plan Administrator, and has designated WSU Human Resource Services to be responsible for the day-to-day administration of the Plan.

7.2 Authority of Plan Administrator. The Plan Administrator has all the powers and authority conferred upon it herein and further shall have final authority to determine, in its discretion, all questions concerning eligibility and contributions under the Plan, to interpret all terms of the Plan, including any uncertain terms, to adopt Plan policies and procedures, and to decide any disputes arising under and all questions concerning administration of the Plan. Any determination made by the Plan Administrator shall be given deference, if it is subject to judicial review, and shall be overturned only if it is arbitrary and capricious. In exercising these powers and authority, the Plan Administrator will at all times exercise good faith, apply standards of uniform application, and refrain from arbitrary action.

7.3 Delegation of Authority. The Plan Administrator may delegate any power or powers to one or more other employees of WSU, or to any agent or independent contractor of WSU. Any such delegation shall be in writing, and may be obtained from the Plan Administrator.

SECTION 8. MISCELLANEOUS

8.1 Non-Alienation of Benefits. Except as provided in this Section 8, no benefit under the Plan may at any time be subject in any manner to alienation, encumbrance, the claims of creditors, or legal process. No Participant or Beneficiary will have power in any manner to transfer, assign, alienate, or in any way encumber his or her Account or benefits under the Plan, or any part thereof, and any attempt to do so will be void and of no effect. The Plan Administrator will comply with any judgment, decree, or order (including a property settlement agreement) that relates to the provision of child support, alimony payments, or the marital property rights of a spouse or former spouse, child or other dependent of a Participant and is made pursuant to the domestic relations law of any state. Such payment shall be made without regard to whether the Participant is eligible for a distribution of benefits under the Plan. The Plan Administrator may pay from a Participant's Account an amount the Plan Administrator determines is lawfully demanded under a levy issued by the IRS with respect to a Participant or Beneficiary, or is sought to be collected by the U.S. Government under a judgment resulting from an unpaid tax assessment against the Participant or Beneficiary.

8.2 Plan Does Not Affect Employment. Nothing in this Plan is a commitment or agreement by WSU or by any Employee to continue his or her employment with WSU or by WSU to rehire a retired Participant, and nothing in this Plan is a commitment on the part of WSU to continue the rate of compensation of any Employee for any period. All Employees will remain subject to nonrenewal, discharge, or discipline to the same extent as if the Plan had never been put into effect.

8.3 Claims of Other Persons. The Plan does not give any Participant, Beneficiary or any other person, firm, or entity of any type, any legal or equitable right against WSU or against its past, present or future officers, employees, or Board members, except for the rights that are specifically provided for in this Plan or created in accordance with the terms and provisions of this Plan.

8.4 Contracts and Certificates. In the event there is any inconsistency or ambiguity between the terms of the Plan and the terms of the contracts between the Fund Sponsors and WSU and/or the Participants and any contracts and/or certificates issued to a Participant under the Plan, the terms of the Plan control.

8.5 Governing Law. Except as provided under federal law, the provisions of the Plan are governed by and construed in accordance with the laws of the State of Washington.

8.6 Requests for Information. Any request for information concerning eligibility, participation, contributions, or other aspects of the operation of the Plan should be in writing and directed to the Plan Administrator via WSU Human Resource Services. Requests for information concerning the Fund Sponsors, the Funding Vehicles, their terms, conditions, and interpretations thereof, claims thereunder, any requests for review of such claims and service of legal process, may be directed in writing to the Fund Sponsors.

8.7 Mistaken Contributions or Other Plan Failures.

(a) **Mistake of Fact.** If any Plan Contribution (or portion of a Plan Contribution) is made to the Plan by a mistake of fact, then within one (1) year after the payment of the Plan Contribution, the Plan Administrator may return the amount of the mistaken contribution (net of any investment loss, but not increased by any investment income or gains) to WSU. Thereafter, the Plan Administrator will determine if any or all of such amount should be refunded to the affected Participant.

(b) **Other Failures.** If any Plan Contribution exceeds the Plan or Code limits or is not otherwise in accordance with the Plan terms, or if there are other Plan related failures, the Plan Administrator will make correction in accordance with the Plan and with the Employee Plans Compliance Resolution System under Rev. Proc. 2019-19 or any other successor or applicable guidance.

SECTION 9. AMENDMENT AND TERMINATION

9.1 Amendment and Termination. The Board reserves the right at any time to amend or terminate the Plan, in whole or in part, or to discontinue any further Plan Contributions under the Plan. If the Plan is terminated or if Plan Contributions are completely discontinued, the Plan Administrator will notify all Participants, all Accounts will remain nonforfeitable, and all Elective Deferral Elections will become void with respect to Compensation yet to be paid.

9.2 Distribution Upon Termination of the Plan. WSU may provide that, in connection with a termination of the Plan and subject to any restrictions contained in the Annuity Contract and Custodial Account agreements, all Accounts will be distributed, provided WSU and any Related Employer on the date of termination do not make contributions to an alternative Code Section 403(b) contract that is not part of the Plan during the period beginning on the date of plan termination and ending twelve (12) months after the distribution of all assets from the Plan, except as permitted by Code Section 403(b) and the regulations thereunder.

9.3 Limitation. Notwithstanding the provisions of Section 9.1, the Board shall not make any amendment to the Plan that operates to recapture for WSU any Plan Contributions previously made under this Plan except to the extent permitted by Section 8.7.