

SUMMARY OF MATERIAL MODIFICATIONS
December 1, 2014

SURA/JEFFERSON SCIENCE ASSOCIATES 401(k) PLAN

- Introduction -

This summary of material modifications (“SMM”) describes important changes to the SURA/Jefferson Science Associates 401(k) Plan (the “Plan”) and supplements the Summary Plan Description (the “SPD”) for the Plan. You should retain this SMM with your copy of the SPD for future reference.

If this SMM has been delivered to you by electronic means, you have the right to receive a written SMM and may request a copy of this SMM on a written paper document at no charge by contacting the Plan Administrator. The Plan Administrator’s contact information is provided at the end of this SMM.

- Summary of Changes -

The Safe Harbor Nonelective Contribution Rate Decreases to 9%

SURA/Jefferson Science Associates contributes a safe harbor nonelective contribution to the Plan account of all employees that meet the Plan eligibility requirements. This safe harbor nonelective contribution allows the Plan to automatically satisfy the 401(k) nondiscrimination tests required by the Internal Revenue Service. Effective January 1, 2015, the safe harbor nonelective contribution rate will be reduced from 10% to 9% of your eligible compensation. You will remain 100% vested in these safe harbor nonelective contributions.

New Trustee for Non-Annuity Assets

Effective December 31, 2014, JPMorgan Chase Bank, N.A. (JPMC) will resign as trustee of the non-annuity assets in the Plan. SURA/Jefferson Science Associates has appointed the TIAA-CREF Trust Company, FSB, 211 N. Broadway, Suite 1000, St. Louis, MO 63102-2733, a national banking association, as the successor trustee of non-annuity assets in the Plan effective January 1, 2015.

- Additional Information -

You should refer to your SPD for additional information (as modified by this SMM). If you have any questions or think you may be affected by these provisions, you may contact the Plan Administrator for more details.

Plan Administrator
c/o Office of Human Resource Services
SURA
1201 New York Ave., NW, Suite 430
Washington, DC 20005
202-408-7872

This SMM is merely a summary of the important changes to the Plan and supplements the SPD. If you have any questions, contact the Plan Administrator. A copy of the Plan, including the amendment, which affected the changes described in this SMM, is available for your inspection. If there is any discrepancy between the terms of the Plan and this SMM, the provisions of the Plan will control.

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