

[TO ACTIVE EMPLOYEES]

SUMMARY OF MATERIAL MODIFICATIONS

SUPPLEMENTAL SAFE HARBOR NOTICE

DREXEL UNIVERSITY ONLINE 401(k) PLAN

May 29, 2020

Below is a section to be added to your Summary Plan Description booklet for the Drexel University Online 401(k) Plan (the “Plan”) to describe recent changes made to the Plan. Please keep this Summary with your SPD booklet for future reference. This information also supplements the Safe Harbor Notice for the Plan that was previously provided to you.

Drexel University Online Plan Freeze

The Plan has been amended to freeze all benefits, effective June 30, 2020. This means that, after this date, you cannot make any contributions to the Plan, and Drexel University Online, LLC (“DUO”) will not make any additional employer matching contributions to the Plan. You will retain a 100% vested and non-forfeitable interest in your account. Your account will continue to be maintained and you can continue to direct investments and obtain loans and in-service withdrawals. You may change your election to make employee deferral contributions to the Plan by contacting the Plan Sponsor at klh78@drexel.edu prior to the time when the Plan is frozen and all contributions cease automatically.

Due to the freeze of contributions to the Plan, DUO will no longer operate the Plan as a Section 401(k) “safe harbor” plan in order to satisfy certain nondiscrimination requirements. For the Plan Year that begins January 1, 2020 and ends December 31, 2020, DUO will satisfy these requirements not on a safe harbor plan basis.

The Plan is being frozen at this time in anticipation of the eventual termination of the Plan. As described below, going forward, your retirement benefits will be provided under the University’s plan. This change, like the recent move to provide your health and welfare benefits under the University’s plans, will serve to standardize benefits for employees across the University system.

Participation in Drexel University Plan

Beginning July 1, 2020, you will be eligible to participate in the Drexel University Defined Contribution Retirement Plan (the “University Plan”).* The University Plan is a Section 403(b) defined contribution retirement plan. You will receive more information regarding the University Plan and enrollment in the University Plan shortly. You will be able to make an election to enroll in and make employee contributions to the University Plan beginning on June 20, 2020.

* This document is also intended to serve as a Summary of Material Modifications to the Drexel University Defined Contribution Retirement Plan with respect to participation by employees of Drexel University Online, LLC.