

Pennsylvania Institute of Technology Defined Contribution Retirement Plan
Qualified Default Investment Alternative (QDIA) Initial Notice
Plan Year January 1, 2016 to December 31, 2016

You are receiving this notice to inform you how your contributions under the Pennsylvania Institute of Technology Defined Contribution Retirement Plan are being invested and how they will continue to be invested if you have not provided investment instructions. Please disregard this notice if you have already elected the investment allocations for your contributions.

Contributions under the Pennsylvania Institute of Technology Defined Contribution Retirement Plan (the "Plan") by Pennsylvania Institute of Technology (the "Employer") are being invested on your behalf in the default investment as described in this notice because TIAA-CREF did not receive investment instructions from you, or because the instructions that TIAA-CREF received from you were incomplete or inadequate.

This notice gives you important information about some Plan rules, including:

- How your contributions are currently being invested on your behalf (because TIAA-CREF did not receive investment instructions from you);
- When your account will be vested (that is, not surrendered when you leave your job), and when you can withdraw your account; and
- How you can change the allocation of your contributions.

You can find out more about the Plan in the Summary Plan Description (SPD), which can be obtained from your Human Resources Department.

1. How will my Plan account being invested?

TIAA-CREF has been selected by Pennsylvania Institute of Technology as the investment provider for your Plan contributions. The Plan lets you invest your account in a number of different investment choices. Because you did not choose a different investment fund or funds, your Plan account is invested in the default investment option for the Pennsylvania Institute of Technology Defined Contribution Retirement Plan, which is the age-based JPMorgan Smart Retirement Fund that corresponds to your estimated date of retirement. The JPMorgan Smart Retirement funds provide a ready-made diversified portfolio using JPMorgan's family of broadly diversified mutual funds as the underlying investment. The allocation strategy for the underlying equity, fixed-income and short-term mutual funds is based on the number of years expected to reach the target retirement dates. These funds seek to provide high total returns until the target retirement date. Each fund's goal is to seek high current income and as a secondary objective, capital appreciation. Each fund's target asset allocation percentages automatically changes over time to become more conservative by gradually reducing the allocation to equity funds and increasing the allocation to fixed-income and short-term funds. If the default investment JPMorgan Smart Retirement fund changes at any time in the future, you will be notified.

The attached notice for the JPMorgan Smart Retirement funds provides the investment objectives. You can obtain updated information on historical returns, fees and expenses, risk and return characteristics and a more detailed explanation of the each fund at www.tiaa-cref.org/pit or by contacting TIAA-CREF at 1-800-842-2252.

2. How can I change the investment allocation of the contributions that are being made on my behalf by Pennsylvania Institute of Technology to another investment choice available under the Plan?

The Plan allows you to choose from a diverse set of investment options. A list of the Plan's available funds and a copy of the prospectus or information statement for each fund may be obtained from TIAA-CREF at 1-800-842-2252 or at www.tiaa-cref.org/pit.

You have the right to change the investment allocation of your account at any time. If you elect to change the investment allocation of your account from one of the JPMorgan Smart Retirement funds, there are no fees or expenses imposed in connection with that transfer. But certain restrictions may apply if multiple transfers are made from any one account

during any 60-day period. See the prospectus for more details on restrictions on frequent transfers at www.tiaa-cref.org/pit.

You can change how your account is invested, among the Plan's offered investment funds, by contacting TIAA-CREF at 1-800-842-2252 or accessing your account online at www.tiaa-cref.org/pit.

3. When will my account be vested and available to me?

You will always be fully vested in your own contributions to the Plan (if any). You are also 100% vested in the employer contributions made under the Plan by Pennsylvania Institute of Technology.

To be fully vested in Plan contributions means that the contributions (together with any investment gain or loss) will always belong to you, and you will not lose them when you leave your job.

Even if you are vested in your Plan account, there are limits on when you may withdraw your funds. These limits may be important to you in deciding how much, if any, to contribute to the Plan. Generally, you may only withdraw vested money after you leave your job, reach age 59½, or become disabled. Also, there is generally an extra 10% tax on distributions before age 59½. Your beneficiary can get any vested amount remaining in your account when you die.

4. Who should I call if I have any questions?

If you have any questions about the Plan's investment choices, how the Plan works or your rights and obligations under the Plan, or if you would like a copy of the Plan's SPD or other Plan documents, please contact the Plan Administrator at:

Annamarie Cassidy
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ACassidy@PIT.edu

OR

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Description of Qualified Default Investment Alternative (QDIA)

JPMorgan SmartRetirement Funds Overview

JPMorgan SmartRetirement Funds are a series of target date funds that seek to provide a convenient way to help you reach your retirement goals. With over 30 professionals dedicated to building multi-asset portfolios through a diversified management discipline, JPMorgan's SmartRetirement Funds provide ease, convenience and professional management with one fund decision.

JSIIX – JPMorgan SmartRetirement Income Instl

The JPMorgan SmartRetirement Income Fund is a “fund of funds” that invests in other J.P. Morgan Funds (underlying funds), and is generally intended for investors who are retired or about to retire soon. The Fund is designed to provide exposure to a variety of asset classes through investments in underlying funds, with an emphasis on fixed income funds over equity funds and other funds. The Fund seeks current income and some capital appreciation. It invests in a combination of equity, fixed income, commodities, global natural resources and short-term JPMorgan mutual funds.

JSFIX – JPMorgan SmartRetirement 2015 Instl

The Fund seeks total return with a shift to current income and some capital appreciation over time as the Fund approaches and passes the target retirement date. The fund uses an asset allocation strategy designed for investors expecting to retire around the year 2015, becoming more conservative as the Fund nears the target retirement date. The fund invests in a combination of equity, fixed income, commodities, global natural resources and short-term JPMorgan mutual funds.

JTTIX – JPMorgan SmartRetirement 2020 Instl

The Fund seeks high total return with a shift to current income and some capital appreciation over time as the Fund approaches and passes the target retirement date. The fund uses an asset allocation strategy designed for investors expecting to retire around the year 2020, becoming more conservative as the Fund nears the target retirement date. The fund invests in a combination of equity, fixed income and short-term JPMorgan mutual funds.

JNSIX – JPMorgan SmartRetirement 2025 Instl

The Fund seeks high total return with a shift to current income and some capital appreciation over time as the Fund approaches and passes the target retirement date. The fund uses an asset allocation strategy designed for investors expecting to retire around the year 2025, with the allocation changing on an annual basis, becoming more conservative as the Fund nears the target retirement date. The fund invests in a combination of equity, fixed income and short-term JPMorgan mutual funds.

JSMIX – JPMorgan SmartRetirement 2030 Instl

The Fund seeks high total return with a shift to current income and some capital appreciation over time as the Fund approaches and passes the target retirement date. The fund uses an asset allocation strategy designed for investors expecting to retire around the year 2030, becoming more conservative as the Fund nears the target retirement date. The fund invests in a combination of equity, fixed income and short-term JPMorgan mutual funds.

SRJIX – JPMorgan SmartRetirement 2035 Instl

The Fund seeks high total return with a shift to current income and some capital appreciation over time as the Fund approaches and passes the target retirement date. The fund uses an asset allocation strategy designed for investors expecting to retire around the year 2035, becoming more conservative as the Fund nears the target retirement date. The fund invests in a combination of equity, fixed income and short-term JPMorgan mutual funds.

SMTIX – JPMorgan SmartRetirement 2040 Instl

The Fund seeks high total return with a shift to current income and some capital appreciation over time as the Fund approaches and passes the target retirement date. The fund uses an asset allocation strategy designed for investors expecting to retire around the year 2040, becoming more conservative as the Fund nears the target retirement date. The fund invests in a combination of equity, fixed income and short-term JPMorgan mutual funds.

JSPIX – JPMorgan SmartRetirement 2045 Instl

The Fund seeks high total return with a shift to current income and some capital appreciation over time as the Fund approaches and passes the target retirement date. The fund uses an asset allocation strategy designed for investors expecting to retire around the year 2045, becoming more conservative as the Fund nears the target retirement date. The fund invests in a combination of equity, fixed income and short-term JPMorgan mutual funds.

JTSIX – JPMorgan SmartRetirement 2050 Instl

The Fund seeks high total return with a shift to current income and some capital appreciation over time as the Fund approaches and passes the target retirement date. The fund uses an asset allocation strategy designed for investors expecting to retire around the year 2050, becoming more conservative as the Fund nears the target retirement date. The fund invests in a combination of equity, fixed income and short-term JPMorgan mutual funds.