PACIFIC LUTHERAN UNIVERSITY
403(b) RETIREMENT PLAN

ADMINISTRATIVE INTERPRETATION

This Administrative Interpretation applies to the phrase "if the Funding Contracts permit hardship withdrawals," used in Article VI, Paragraph H, of the Pacific Lutheran University 403(b) Retirement Plan (the "Plan"), and how it should be interpreted with respect to the availability of hardship withdrawals.

The phrase "if the Funding Contracts permit hardship withdrawals," is interpreted to mean Funding Contracts held by Vendors that are approved to receive contributions under the Plan. Effective January 1, 2009, TIAA-CREF is the only Vendor approved to receive contributions under the Plan. Fidelity and Thrivent Financial for Lutherans both hold assets for Participants in the Plan, but are not approved to receive salary reduction contributions or employer contributions on or after January 1, 2009. Participants are not permitted take hardship withdrawals from assets held by Fidelity and Thrivent Financial for Lutherans.

This Administrative Interpretation will remain in effect until it is amended.

This Administrative Interpretation has been signed by the members of the Retirement Fund Advisory Committee of the Pacific Lutheran University 403(b) Retirement Plan on this 29 day of November, 2011.

Retirement Fund Advisory Committee of the
Pacific Lutheran University 403(b) Retirement Plan

By _____

By _____

By _____

CONSENT TO ACTION
IN LIEU OF MEETING OF
RETIREMENT FUND ADVISORY COMMITTEE OF THE
PACIFIC LUTHERAN UNIVERSITY 403(b) RETIREMENT PLAN

WHEREAS, the administration of Pacific Lutheran University (the "Employer") has reviewed the Pacific Lutheran University 403(b) Retirement Plan (the "Plan") and identified an area of administration which should be clarified which relates to the availability of hardship withdrawals;

WHEREAS, the Board of Regents of Pacific Lutheran University (the "Board") has delegated the responsibility for day-to-day administration of the Plan to university administration in the form of the Retirement Fund Advisory Committee of the Pacific Lutheran University 403(b) Retirement Plan (the "Committee");

WHEREAS, the administration has recommended that the Plan be amended 1) to correct a scrivener's error relating to the eligibility of clergy who elect out of University benefits to make salary reduction contributions, and 2) to reflect the administrative practice of limiting hardship withdrawals to assets held by the Vendor or Vendors that are approved to receive contributions;

WHEREAS, Article XI of the Plan permits the Employer to amend the Plan, and the Board of Regents of the Employer has delegated amendment authority to the Committee for amendments that are required by law, do not relate to plan design, plan eligibility or a benefit or contribution formula, and which may be of small financial significance; and

WHEREAS, the Committee after consideration has concluded that it should adopt 1) an administrative interpretation of the Plan relating to the availability of hardship withdrawals and, 2) an amendment to the Plan, which is described above;

NOW, THEREFORE, BE IT RESOLVED, an administrative interpretation of the Plan, attached hereto as Exhibit "A" and incorporated herein by this reference, is hereby adopted, to be effective January 1, 2009;

BE IT FURTHER RESOLVED, an amendment to the Plan, attached hereto as Exhibit "B" and incorporated herein by this reference, is hereby adopted, effective as of January 1, 2009, 1) to correct the scrivener's error that provides that clergy who elect out of university benefits are precluded from making salary reduction contributions to the Plan, and 2) to limit hardship withdrawals to assets that are held by Vendors approved to receive contributions under the Plan;

The undersigned, being all of the members of the Committee, hereby consent to the forgoing action of the Committee.

This Consent to Action may be signed in counterparts.

APPROVED AND CONSENTED to as of this 29 day of November, 2011.

SHERI TONN

ROBERT RILEY

TERI PHILLIPS