

III. REPORTS

A. **Report from Board Chair**

B. Committee Reports

Executive/Planning Committee

Mr. Kristopher Goetz, Chair
Mr. Rene M. Hutchinson
Dr. Jan Spivey Gilchrist
Dr. Robert D. Webb

Board Relations Committee

Mr. Roger Kratochvil, Chair
Mr. Rene Hutchinson

Finance/Audit Committee

Dr. Robert Webb, Chair
Mr. Joseph Dively
Mr. Kristopher Goetz

Academic and Student Affairs Committee

Mr. Rene Hutchinson, Chair
Dr. Jan Spivey Gilchrist
Mr. Mitchell Gurick

Board Regulations

Executive Planning Committee

IV. ACTION ITEMS

A. **Approval of Minutes**

September 19, 2014 Board Meeting

B. Naming of University Property

This item will be presented by addendum at the meeting.

C. Approval of Amended 403(b) Plan

The University's Voluntary Tax-Deferred Retirement Program (403(b) Plan) was last amended in 1999. The Internal Revenue Service has issued new regulations that require us to amend the Plan at this time. In general, the changes are technical in nature, however, a couple of significant changes are included. First, we propose allowing Roth (after-tax) contributions. These were not available when the plan was last amended. Second, because of difficulties in administering what the IRS calls "catch-up contributions", we are proposing eliminating the ability to make catch-up contributions within the 403(b) plan. Employees, however, will still have the ability through the State of Illinois's 457 Plan to make catch-up contributions. At the current time, we have only one employee using the catch-up contributions and even after the proposed change the employee can make catch-up contributions to the State's 457 plan.

Because of some of the complexities built into the plan under the new regulations, we are proposing hiring a third party to administer the Plan, ADMIN Partners. ADMIN Partners, in association with a custodial paying agent, Mid Atlantic Trust Company, will be sent the monies that the University collects from payroll checks and transmit it to the investment firms selected by the participants. There is no proposed change at this time in the underlying investment firms.

It is recommended that the Board of Trustees approve the amended Voluntary Tax-Deferred Retirement Program (403(b) Plan).

C. Approval of Amended 403(b) Plan (Cont.)

Eastern Illinois University Tax Deferred 403(b) Retirement Plan Document For Public Education Organizations Amended and Restated October 1, 2014

This plan document includes the IRS model language set forth in Rev. Proc. 2007-71 and has been modified to delete certain optional features and include provisions that were not included in the IRS model language. It is expected that public education organizations will, with the assistance of counsel, modify this plan document by selecting certain options as provided in the Adoption Agreement, the terms of which are incorporated into this plan document.

Section 1 - Definitions

The following words and terms, when used in the Plan, have the meaning set forth below.

- 1.1 **Account** means the account or accumulation maintained for the benefit of any Participant or Beneficiary under an Annuity Contract or a Custodial Account.
- 1.2 **Account Balance** means the value of the aggregate amount credited to each Participant's Account under all Accounts, including the Participant's Elective Deferrals, the earnings or loss of each Annuity Contract or a Custodial Account (net of expenses) allocable to the Participant, any transfers for the Participant's benefit, and any distribution made to the Participant or the Participant's Beneficiary. If a Participant has more than one Beneficiary at the time of the Participant's death, then a separate Account Balance shall be maintained for each Beneficiary. The Account Balance includes any account established under Section 6 for rollover contributions and plan-to-plan transfers made for a Participant, if such contributions are authorized under the Adoption Agreement, the account established for a Beneficiary after a Participant's death, and any account or accounts established for an alternate payee (as defined in section 414(p)(8) of the Code).
- 1.3 **Administrator** means, unless otherwise indicated in the Adoption Agreement, the Employer. Notwithstanding this appointment, the Administrator may delegate, by separate agreement, any administrative responsibilities hereunder to one or more persons, committees, Vendor, or other organization.
- 1.4 **Annuity Contract** means a nontransferable contract as defined in section 403(b)(1) of the Code, established for each Participant by the Employer, or by each Participant individually, that is issued by an insurance company qualified to issue annuities in the state in which the Employer or Participant, as applicable, resides and that includes payment in the form of an annuity.
- 1.5 **Beneficiary** means the designated person who is entitled to receive benefits under the Plan after the death of a Participant, subject to such additional rules as may be set forth in the Individual Agreements.
- 1.6 **Custodial Account** means the group or individual custodial account or accounts, as defined in section 403(b)(7) of the Code, established for each Participant by the Employer, or by each Participant individually, to hold assets of the Plan.
- 1.7 **Code** means the Internal Revenue Code of 1986, as now in effect or as hereafter amended. All citations to sections of the Code are to such sections as they may from time to time be amended or renumbered.

C. Approval of Amended 403(b) Plan (Cont.)

- 1.8 **Compensation** means all cash compensation for services to the Employer, including salary, wages, fees, commissions, bonuses, and overtime pay, that is includible in the Employee's gross income for the calendar year, plus amounts that would be cash compensation for services to the Employer includible in the Employee's gross income for the calendar year but for a compensation reduction election under section 125, 132(f), 401(k), 403(b), or 457(b) of the Code (including an election under Section 2 of the Plan made to reduce compensation in order to have Elective Deferrals under the Plan).
- 1.9 **Disabled** means the definition of disability provided in the applicable Individual Agreement.
- 1.10 **Elective Deferral** means the Employer contributions made to the Plan at the election of the Participant in lieu of receiving cash compensation. Elective Deferrals are limited to pre-tax salary reduction contributions, unless the Plan permits Roth 403(b) Contributions under Section 10.
- 1.11 **Employee** means each individual, whether appointed or elected, who is a common law employee of the Employer performing services for a public education organizations as an employee of the Employer. This definition is not applicable unless the Employee's compensation for performing services for a public education organizations is paid by the Employer. Further, a person occupying an elective or appointive public office is not an Employee performing services for a public education organizations 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 a state or local government.
- 1.12 **Employer** means the public education organization identified in the Adoption Agreement as the Employer.
- 1.13 **Employer Contributions** means any nonelective contributions made to the Plan by the Employer as provided in the Adoption Agreement.
- 1.14 **Funding Vehicles** means the Annuity Contracts or Custodial Accounts issued for funding amounts held under the Plan and authorized by Employer for use under the Plan.
- 1.15 **Includible Compensation** means an Employee's actual wages in box 1 of Form W-2 for a year for services to the Employer, but subject to a maximum of \$230,000 (or such higher maximum as may apply under section 401(a)(17) of the Code) and increased (up to the dollar maximum) by any compensation reduction election under section 125, 132(f), 401(k), 403(b), or 457(b) of the Code (including any Elective Deferral under the Plan). The amount of Includible Compensation is determined without regard to any community property laws. Beginning in 2009 and thereafter, such term also includes any "differential pay" that may be received while performing qualified military service under section 414(u) of the Code.
- 1.16 **Individual Agreement** means an agreement between a Vendor and the Employer or a Vendor and a Participant that constitutes or governs a Custodial Account or an Annuity Contract.
- 1.17 **Participant** means an individual for whom Elective Deferrals or other contributions permitted under the Plan are currently being made, or for whom such contributions have previously been made, under the Plan and who has not received a distribution of his or her entire benefit under the Plan.

C. Approval of Amended 403(b) Plan (Cont.)

- 1.18 **Plan** means the name given to this Plan by the Employer in the Adoption Agreement and may include separate documents that govern special provisions if so indicated in the Adoption Agreement.
- 1.19 **Plan Year** means the calendar year.
- 1.20 **Related Employer** means the Employer and any other entity which is under common control with the Employer under section 414(b) or (c) of the Code. For this purpose, the Employer shall determine which entities are Related Employers based on a reasonable, good faith standard and taking into account the special rules applicable under Notice 89-23, 1989-1 C.B. 654.
- 1.21 **Roth 403(b) Contribution** means, if authorized in the Adoption Agreement, any contribution made by a Participant which is designated as a Roth 403(b) Contribution in accordance with Section 10 of the Plan that qualifies as a Roth 403(b) Contribution under section 402A of the Code.
- 1.22 **Severance from Employment** means severance from employment with the Employer and any Related Entity. However, a Severance from Employment also occurs on any date on which an Employee ceases to be an employee of a public education organizations, even though the Employee may continue to be employed by a Related Employer that is another unit of the State or local government that is not a public education organizations or in a capacity that is not employment with a public education organizations (e.g., ceasing to be an employee performing services for a public education organizations but continuing to work for the same State or local government employer).
- 1.23 **Vendor** means the provider of an Annuity Contract or Custodial Account, or any organization acting on their behalf under this Plan.
- 1.24 **Valuation Date** means each business day of the Plan Year.

Section 2 - Participation and Contributions

- 2.1 **Eligibility.** Unless otherwise provided in the Adoption Agreement, each Employee shall be eligible to participate in the Plan and elect to have Elective Deferrals made on his or her behalf hereunder immediately upon becoming employed by the Employer. However, an Employee who is a student-teacher (i.e., a person providing service as a teacher's aid on a temporary basis while attending a school, college or university) or a student-worker is not eligible to participate in the Plan.
- 2.2 **Contributions.** (a) Elective Deferral Contributions. An Employee elects to become a Participant by executing an election to reduce his or her Compensation (and have that amount contributed to the Plan as an Elective Deferral on his or her behalf) and filing it with the appropriate Administrator. This Compensation reduction election shall be made on the agreement provided by the Administrator under which the Employee agrees to be bound by all the terms and conditions of the Plan. The Administrator may establish an annual minimum deferral amount no higher than \$200, and may change such minimum to a lower amount from time to time. The participation election shall also include designation of the Funding Vehicles and Accounts therein to which Elective Deferrals are to be made. Any such election shall remain in effect until a new election is filed. Only an individual who performs services for the Employer as an Employee may reduce his or her Compensation under the Plan. Each Employee will become a Participant in accordance

C. Approval of Amended 403(b) Plan (Cont.)

with the terms and conditions of the Individual Agreements. Unless otherwise provided in the Plan or Adoption Agreement, all Elective Deferrals shall be made on a pre-tax basis. An Employee shall become a Participant as soon as administratively practicable following the date applicable under the employee's election.

(b) Roth 403(b) Contributions. If authorized in the Adoption Agreement and if permitted under an Employee's Individual Agreement(s), an Employee may elect to make Roth 403(b) Contributions to the Plan in accordance with Section 10 of the Plan. The Participant's election to make Roth 403(b) Contributions shall be made on the agreement provided by the Administrator and shall also include designation of the Funding Vehicles and Accounts therein to which Elective Deferrals are to be made. Any such election shall remain in effect until a new election is filed.

(c) Employer Contributions. (1) If authorized in the Adoption Agreement, the Employer may make nonelective Employer contributions to Accounts of designated Employees. Employer contributions shall be determined in accordance with the Adoption Agreement. Contributions made under this Section 2.2(c) shall be deposited into each Participant's Account in accordance with Sections 2.4 and 2.5 of the Plan.

(2) Employer may make contributions into the 403(b) Accounts of former Employees, provided that any such contributions satisfy all of the following conditions:

- a. Contributions may not be made later than the fifth calendar year following the year in which the former Employee ceased to be an Employee.
- b. Contributions may not be made following the month of the former Employee's death.
- c. Contributions shall be 100% vested at all times.
- d. Contributions shall be based on "includible compensation" as defined in section 403(b)(3) of the Code as modified by IRS regulations and shall be subject to the limitations of section 415(c)(1) of the Code.

Subject to (2)b. above, amounts not contributed by Employer to any former Employee's 403(b) Account due to the contribution limitations of section 415(c) of the Code shall be contributed in the next Plan Year (and each succeeding Plan Year) until the Employer contributes all amounts due to Participant. No contributions may be made after the last day of the fifth year following the Plan Year in which the Participant's Severance from Employment occurred.

(d) Supplemental 403(b) Program Contributions. If authorized in the Adoption Agreement, Employer may make additional contributions to the Plan and permit Employees to make contributions in accordance with the terms of a Supplemental 403(b) Program. Contributions made under such program shall be made in accordance with that program as indicated on the Adoption Agreement.

2.3 **Information Provided by the Employee.** Each Employee enrolling in the Plan should provide to the Administrator at the time of initial enrollment, and later if there are any

C. Approval of Amended 403(b) Plan (Cont.)

changes, any information necessary or advisable for the Administrator to administer the Plan, including any information required under the Individual Agreements.

- 2.4 **Change in Elective Deferral Election.** Subject to the provisions of the applicable Individual Agreements, an Employee may at any time revise his or her participation election, including a change of the amount of his or her Elective Deferrals, a change in the allocation of his or her Elective Deferrals to reflect pre-tax or Roth 403(b) Contributions (if permitted under the Plan), and/or a change to previous investment directions. A change in the investment direction shall take effect as of the date provided by the Administrator on a uniform basis for all Employees. A change in the Beneficiary designation shall take effect when the election is accepted by the Vendor.
- 2.5 **Contributions Made Promptly.** Elective Deferrals under the Plan shall be transferred to the applicable Funding Vehicle within 15 business days following the end of the month in which the amount would otherwise have been paid to the Participant, unless an earlier date is required by applicable state law. Employer contributions shall be transferred to the applicable Funding Vehicle within a reasonable period of time but in no event later than thirty (30) days after the end of the Employer's standard work year for which such contributions were owed.
- 2.6 **Leave of Absence.** Unless an election is otherwise revised, if an Employee is absent from work by leave of absence, Elective Deferrals under the Plan shall continue to the extent that Compensation continues.

Section 3 - Limitations on Amounts Deferred

- 3.1 **Basic Annual Limitation.** Except as provided in Sections 3.2 and 3.3, the maximum amount of the Elective Deferral under the Plan for any calendar year shall not exceed the lesser of (a) the "applicable dollar amount" or (b) the Participant's Includible Compensation. The "applicable dollar amount" is the amount established under section 402(g)(1)(B) of the Code, which is \$15,500 for 2008, and is adjusted for cost-of-living after 2008 to the extent provided under section 415(d) of the Code.
- 3.2 **Special Section 403(b) Catch-up Limitation for Employees With 15 Years of Service.** If authorized in the Adoption Agreement, the applicable dollar amount under Section 3.1(a) for any "qualified employee" is increased (to the extent provided in the Individual Agreements) by the least of:
- (a) \$3,000;
 - (b) The excess of:
 - (1) \$15,000, over
 - (2) The total special 403(b) catch-up elective deferrals made for the qualified employee by the qualified organization for prior years; or
 - (c) The excess of:
 - (1) \$5,000 multiplied by the number of years of service of the employee with the qualified organization, over

C. Approval of Amended 403(b) Plan (Cont.)

(2) The total Elective Deferrals made for the employee by the qualified organization for prior years.

For purposes of this Section 3.2, a “qualified employee” means an employee who has completed at least 15 years of service taking into account only employment with the Employer.

- 3.3 **Age 50 Catch-up Elective Deferral Contributions.** An Employee who is a Participant who will attain age 50 or more by the end of the tax year is permitted to elect an additional amount of Elective Deferrals, up to the maximum age 50 catch-up Elective Deferrals for the year. The maximum dollar amount of the age 50 catch-up Elective Deferrals for a year is \$5,000 for 2008, and is adjusted for cost-of-living after 2008 to the extent provided under the Code.
- 3.4 **Coordination.** If the Adoption Agreement authorizes contributions under Section 3.2 of the Plan, amounts in excess of the limitation set forth in Section 3.1 shall be allocated first to the special 403(b) catch-up under Section 3.2 and next as an age 50 catch-up contribution under Section 3.3. However, in no event can the amount of the Elective Deferrals for a year be more than the Participant’s Includible Compensation for the year.
- 3.5 **Special Rule for a Participant Covered by Another Section 403(b) Plan.** For purposes of this Section 3, if the Participant is or has been a participant in one or more other plans under section 403(b) of the Code (and any other plan that permits elective deferrals under section 402(g) of the Code), then this Plan and all such other plans shall be considered as one plan for purposes of applying the Elective Deferral limitations of this Section 3. For this purpose, the Administrator shall take into account any other such plan maintained by any Related Employer and shall also take into account any other such plan for which the Administrator receives from the Participant sufficient information concerning his or her participation in such other plan. Notwithstanding the foregoing, another plan maintained by a Related Entity shall be taken into account for purposes of Section 3.2 only if the other plan is a section 403(b) plan.
- 3.6 **Correction of Excess Elective Deferrals.** If the Elective Deferral on behalf of a Participant for any calendar year exceeds the limitations described above, or the Elective Deferral on behalf of a Participant for any calendar year exceeds the limitations described above when combined with other amounts deferred by the Participant under another plan of the Employer under section 403(b) of the Code (and any other plan that permits elective deferrals under section 402(g) of the Code for which the Participant provides information that is accepted by the Administrator), then the Elective Deferral, to the extent in excess of the applicable limitation (adjusted for any income or loss in value, if any, allocable thereto), shall be distributed to the Participant in accordance with applicable IRS guidance.
- 3.7 **Protection of Persons Who Serve in a Uniformed Service.** An Employee whose employment is interrupted by qualified military service under section 414(u) of the Code or who is on a leave of absence for qualified military service under section 414(u) of the

C. Approval of Amended 403(b) Plan (Cont.)

Code may elect to make additional Elective Deferrals upon resumption of employment with the Employer equal to the maximum Elective Deferrals that the Employee could have elected during that period if the Employee's employment with the Employer had continued (at the same level of Compensation) without the interruption or leave, reduced by the Elective Deferrals, if any, actually made for the Employee during the period of the interruption or leave. Except to the extent provided under section 414(u) of the Code, this right applies for five (5) years following the resumption of employment (or, if sooner, for a period equal to three (3) times the period of the interruption or leave).

- 3.8 **Annual Contribution Limits.** The aggregate annual amount contributed into a Participant's Account shall not exceed the amount permitted under section 415(c) of the Code. If any Employer Contributions cause a Participant's 403(b) Contract to exceed the annual contribution limitation of section 415(c)(1) of the Code, the excess contributions shall be segregated and treated in a manner consistent with applicable IRS guidance on excess "annual additions."

Section 4 - Loans

- 4.1 **Loans.** If authorized in the Adoption Agreement, loans shall be permitted under the Plan to the extent permitted by and in accordance with the Individual Agreements controlling the Account assets from which the loan is made and by which the loan will be secured. An Employee who has previously defaulted on a loan from any retirement plan or deferred compensation arrangement sponsored by the Employer and who has not repaid the loan, in full, shall not be permitted to take a loan from his Account under the Plan.
- 4.2 **Information Coordination Concerning Loans.** Each Vendor is responsible for all information reporting and tax withholding required by applicable federal and state law in connection with distributions and loans. To minimize the instances in which Participants have taxable income as a result of loans from the Plan, the Administrator shall take such steps as may be appropriate to coordinate the limitations on loans set forth in Sections 4.1 and 4.3, including the collection of information from Vendors, and transmission of information requested by any Vendor, concerning the outstanding balance of any loans made to a Participant under the Plan or any other plan of the Employer. The Administrator shall also take such steps as may be appropriate to collect information from Vendors and transmission of information to any Vendor, concerning any failure by a Participant to repay timely any loans made to a Participant under the Plan or any other plan of the Employer.
- 4.3 **Maximum Loan Amount.** No loan to a Participant under the Plan may exceed the lesser of (a) or (b) below:
- (a) \$50,000, reduced by the greater of:
 - (1) the outstanding balance on any loan from the Plan to the Participant on the date the loan is made or
 - (2) the highest outstanding balance on loans from the Plan to the Participant during the one-year period ending on the day before the date the loan is approved by the

C. Approval of Amended 403(b) Plan (Cont.)

Administrator (not taking into account any payments made during such one-year period).

(b) one half of the value of the Participant's vested Account Balance (as of the valuation date immediately preceding the date on which such loan is approved by the Administrator).

For purposes of this Section 4.3, any loan from any other plan maintained by the Employer and any Related Employer shall be treated as if it were a loan made from the Plan, and the Participant's vested interest under any such other plan shall be considered a vested interest under this Plan; provided, however, that the provisions of this paragraph shall not be applied so as to allow the amount of a loan to exceed the amount that would otherwise be permitted in the absence of this paragraph.

- 4.4 **Loan Repayments For Employees in Military Service.** Notwithstanding any other provision of the Plan or any Annuity Contract or Custodial Account, loan repayments by eligible uniformed services personnel maybe suspended as permitted under section 404(u)(4) of the Code and the terms of any loan shall be modified to conform to the requirements of the Uniformed Services Employment and Reemployment Rights Act.

Section 5 - Benefit Distributions

- 5.1 **Benefit Distributions At Severance from Employment or Other Distribution Event.** Except as permitted under Section 3.6 (relating to excess Elective Deferrals), Section 5.3 (relating to withdrawals of amounts rolled over into the Plan), or Section 5.4 (relating to Hardship Distributions), distributions from a Participant's Account may not be made earlier than the earliest of the date on which the Participant has a Severance from Employment, dies, becomes Disabled, or attains age 59½. Distributions shall otherwise be made in accordance with the terms of the Individual Agreements.

Notwithstanding the above, a Participant who is on active duty for a period of at least 30 days while performing qualified military service and who is receiving differential pay from the Employer while on active duty may elect to receive a distribution of the Participant's deferrals into the Plan as permitted under section 414(u) of the Code. If a distribution of the Participant's deferrals is taken, then no deferrals into the Plan may be made by the Participant for a period of at least six (6) months from the date of the distribution.

- 5.2 **Minimum Distributions.** Each Individual Agreement shall comply with the minimum distribution requirements of section 401(a)(9) of the Code and the regulations thereunder. For purposes of applying the distribution rules of section 401(a)(9) of the Code, each Individual Agreement is treated as an individual retirement account (IRA) and distributions 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).

For the calendar year 2009 only, a Participant who would have been required to receive a distribution under this Section 5.2 but for the enactment of WRERA ("2009 mandatory distribution"), and who would have satisfied that requirement by receiving a distribution

C. Approval of Amended 403(b) Plan (Cont.)

from the Plan will not receive a 2009 mandatory distribution. However, the Participant may affirmatively elect to receive such amount in 2009 which shall not be a mandatory distribution under this Section of the Plan.

5.3 **In-Service Distributions From Rollover Account.** If the Funding Vehicles in which a Participant's Account is invested has established and maintains a separate account attributable to rollover contributions to the Plan and if permitted by the applicable Individual Agreement, the Participant may at any time elect to receive a distribution of all or any portion of the amount held in such rollover account.

5.4 **Hardship Distributions.** If authorized under the Adoption Agreement, (a) hardship distributions shall be authorized under the Plan to the extent permitted by the Individual Agreements controlling the Account assets to be withdrawn to satisfy the hardship. No Elective Deferrals to any retirement or deferred compensation plan sponsored by the Employer shall be allowed during the six (6) month period beginning on the date the Participant receives a distribution on account of hardship.

(b) No hardship distribution is permitted unless the Vendors agree to the exchange of information between the Administrator and the Vendors to the extent necessary to implement the Individual Agreements. Notwithstanding any Individual Agreement, the Plan only permits hardship distributions that satisfy the "safe harbor" standards with respect to establishing an immediate and heavy financial need (under Treas. Reg. §1.401(k)-1(d)(3)(iii)(B). For purposes of satisfying the lack of other resources requirement (under Treas. Reg. §1.401(k)-1(d)(3)(iv)(E). including, the Plan shall follow the provisions of the applicable Individual Agreements, except that all Participants shall suspend Elective Deferrals for a period of six (6) months following the date of the hardship distribution. Vendor shall notify Employer of any hardship distributions in order for the Employer to implement the resulting 6-month suspension of the Participant's right to make Elective Deferrals under the Plan.

5.5 **Rollover Distributions.** (a) 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 section 414(p) of the Code) who is entitled to an eligible rollover distribution may elect to have any portion of an eligible rollover distribution (as defined in section 402(c)(4) of the Code) from the Plan paid directly to an eligible retirement plan (as defined in section 402(c)(8)(B) of the Code) specified by the Participant in a direct rollover. In the case of a distribution to a Beneficiary who at the time of the Participant's death was neither the spouse or former spouse of the Participant or alternate payee under a domestic relations order, a direct rollover is payable only to an individual retirement account or individual retirement annuity (IRA) that has been established on behalf of the Beneficiary as an inherited IRA (within the meaning of section 408(d)(3)(C) of the Code).

(b) Each Vendor shall be separately responsible for providing, within a reasonable time period before making an initial eligible rollover distribution, an explanation to the Participant of his or her right to elect a direct rollover and the income tax withholding

C. Approval of Amended 403(b) Plan (Cont.)

consequences of not electing a direct rollover.

- 5.6 **Distributions From Supplemental 403(b) Program.** Employees participating in a Supplemental 403(b) Program may have different rules applicable to distributions, Exchanges, Transfers and loans from that arrangement. Distributions, Exchanges, Transfers and loans of contributions and earnings from the Supplemental 403(b) Program portion of the Plan shall be made in accordance with the requirements of that program as indicated on the Adoption Agreement.
- 5.7 **Vesting.** All Accounts under the Plan are nonforfeitable at all times, except that the portion of a Participant's Account that reflects any contributions and earnings made under a Supplemental 403(b) Program will be subject to the vesting requirements of that arrangement.

Section 6 – Rollovers, Exchanges and Transfers

- 6.1 **Eligible Rollover Contributions to the Plan.** To the extent provided in the Individual Agreements, an Employee or Participant who is entitled to receive an eligible rollover distribution from another eligible retirement plan may request to have all or a portion of the eligible rollover distribution paid to the Plan. Such rollover contributions shall be made in the form of cash only. The Vendor may require such documentation from the distributing plan as it deems necessary to effectuate the rollover in accordance with section 402 of the Code and to confirm that such plan is an eligible retirement plan within the meaning of section 402(c)(8)(B) of the Code. However, unless Roth 403(b) Contributions are authorized under the Adoption Agreement, in no event does the Plan accept a rollover contribution from a Roth elective deferral account under an applicable retirement plan described in section 402A(e)(1) of the Code or a Roth IRA described in section 408A of the Code.
- 6.2 **Eligible Rollover Distributions.** For purposes of Section 6.1, an eligible rollover distribution means any distribution of all or any portion of a Participant's benefit under another eligible retirement plan, except that an eligible rollover distribution does not include any installment payment payable over a period of ten (10) years or more, any distribution made as a result of a financial hardship or other distribution which is made upon hardship of the employee, or for any other distribution, the portion, if any, of the distribution that is a required minimum distribution under section 401(a)(9) of the Code. In addition, for purposes of Section 6.1, an eligible retirement plan means an individual retirement account described in section 408(a) of the Code, an individual retirement annuity described in section 408(b) of the Code, a qualified trust described in section 401(a) of the Code, an annuity plan described in section 403(a) or 403(b) of the Code, or an eligible governmental plan described in section 457(b) of the Code, that accept eligible rollover distributions.
- 6.3 **Separate Accounts.** Unless otherwise provided by the terms of applicable Individual Agreements, Vendors shall provide separate accounting for any eligible rollover

C. Approval of Amended 403(b) Plan (Cont.)

distributions paid to the Plan.

- 6.4 **Plan-to-Plan Transfers to the Plan.** (a) If authorized under the Adoption Agreement, the Administrator may permit a transfer of assets to the Plan as provided in this Section 6.4. Such a transfer is permitted only if the other 403(b) plan provides for the direct plan-to-plan transfer of each Employee's interest therein to the Plan and the Participant is an Employee or former Employee of the Employer. The Administrator or any Vendor accepting a transfer may require such documentation from the other 403(b) plan as it deems necessary to effectuate the transfer in accordance with Treas. Reg. §1.403(b)-10(b)(3) and other applicable IRS guidance and to confirm that the other plan is a plan that satisfies section 403(b) of the Code.

(b) The amount so transferred shall be credited to the Participant's Account Balance, so that the Participant or Beneficiary whose assets are being transferred has an accumulated benefit immediately after the transfer at least equal to the accumulated benefit with respect to that Participant or Beneficiary immediately before the transfer.

(c) To the extent provided in the Individual Agreements holding such transferred amounts, the amount transferred shall be held, accounted for, administered and otherwise treated in the same manner as an Elective Deferral by the Participant under the Plan, except that the Individual Agreement which holds any amount transferred to the Plan must provide that, to the extent any amount transferred is subject to any distribution restrictions required under section 403(b) of the Code, the Individual Agreement must impose restrictions on distributions that are not less stringent than those imposed on the transferor plan and the transferred amount shall not be considered an Elective Deferral under the Plan in determining the maximum deferral under Section 3.

- 6.5 **Plan-to-Plan Transfers from the Plan.** (a) If authorized under the Adoption Agreement, Participants and Beneficiaries may elect to have all or any portion of their Account Balance transferred to another plan that satisfies section 403(b) of the Code in accordance with Treas. Reg. § 1.403(b)-10(b)(3). A transfer is permitted under this Section 6.5(a) only if the Participants or Beneficiaries are Employees or former Employees of the Employer under the receiving plan and the other 403(b) plan provides for the acceptance of plan-to-plan transfers with respect to the Participants and Beneficiaries and for the Account of each Participant and Beneficiary after the transfer to at least equal the Account value immediately prior to the transfer.

(b) The other 403(b) plan must provide that, to the extent any amount transferred is subject to any distribution restrictions required under section 403(b) of the Code, it shall impose restrictions on distributions to the Participant or Beneficiary whose assets are transferred that are not less stringent than those imposed under the Plan. In addition, if the transfer does not constitute a complete transfer of the Participant's or Beneficiary's interest in the Plan, the other plan shall treat the amount transferred as a continuation of a pro rata portion of the Participant's or Beneficiary's interest in the transferor plan (e.g., a pro rata portion of the Participant's or Beneficiary's interest in any after-tax employee contributions).

C. Approval of Amended 403(b) Plan (Cont.)

(c) Upon the transfer of assets under this Section 6.5, the Plan's liability to pay benefits to the Participant or Beneficiary under this Plan shall be discharged to the extent of the amount so transferred for the Participant or Beneficiary. The Administrator may require such documentation from the receiving plan as it deems appropriate or necessary to comply with this Section 6.5 (for example, to confirm that the receiving plan satisfies section 403(b) of the Code and to assure that the transfer is permitted under the receiving plan) or to effectuate the transfer pursuant to Treas. Reg. §1.403(b)-10(b)(3).

6.6 **Contract and Custodial Account Exchanges.** (a) If authorized in the Adoption Agreement, a Participant or Beneficiary is permitted to change the investment of his or her Account Balance among the Vendors under the Plan, subject to the terms of the Individual Agreements. However, unless otherwise indicated on the Adoption Agreement, exchanges are not permitted to Vendors that are not eligible to receive contributions under Section 2. If the Adoption Agreement authorizes exchanges to a Vendor that is not eligible to receive contributions under Section 2, the conditions in paragraphs (b) through (d) of this Section 6.6 must be satisfied.

(b) The Participant or Beneficiary must have an Account balance immediately after the exchange that is at least equal to the Account Balance of that Participant or Beneficiary immediately before the exchange (taking into account the Account Balance of that Participant or Beneficiary under both section 403(b) Annuity Contracts or Custodial Accounts immediately before the exchange).

(c) The Individual Agreement with the receiving Vendor has distribution restrictions with respect to the Participant that are not less stringent than those imposed on the investment being exchanged.

(d) The Employer enters into an agreement with the receiving Vendor for the other contract or custodial account under which the Employer and the Vendor will from time to time in the future provide each other with the following information:

(1) Information necessary for any current or former Vendor to which Plan contributions have been made in order to satisfy section 403(b) of the Code, including the following:

- A. Employer shall provide information as to whether the Participant's employment with the Employer is continuing, and notifying the Vendor when the Participant has had a Severance from Employment (for purposes of the distribution restrictions in Section 5);
- B. if hardship distributions are authorized in the Adoption Agreement, Vendor shall notify Employer of any hardship distribution under Section 5.4 of the Plan; and
- C. Vendor shall provide information to the Employer or other Vendors concerning the Participant's or Beneficiary's Annuity Contracts or Custodial Accounts or qualified employer plan benefits (to enable a Vendor to

C. Approval of Amended 403(b) Plan (Cont.)

determine the amount of any plan loans and any rollover accounts that are available to the Participant under the Plan in order to satisfy the financial need under the hardship distribution rules of Section 5.4); and

(2) Information necessary for the resulting Annuity Contract or Custodial Account and any other 403(b) contract or custodial account to which contributions have been made for the Participant by the Employer to satisfy other tax requirements, including the following:

- A. the amount of any plan loan that is outstanding to the Participant in order for a Vendor to determine whether an additional Plan loan satisfies the loan limitations of Section 4.3, so that any such additional loan is not a deemed distribution under section 72(p)(1) of the Code; and
- B. information concerning the Participant's or Beneficiary's Roth 403(b) Contributions and after-tax employee contributions in order for a Vendor to determine the extent to which a distribution is includible in gross income.

(e) If any Vendor ceases to be eligible to receive Elective Deferrals under the Plan, the Vendor shall enter into an information sharing agreement as described in Section 6.6(d) to the extent the Employer's relationship with the Vendor does not provide for the exchange of information described in Section 6.6(d)(1) and (2).

6.7 Permissive Service Credit Transfers. (a) If a Participant is also a participant in a tax-qualified defined benefit governmental plan (as defined in section 414(d) of the Code) that provides for the acceptance of plan-to-plan transfers with respect to the Participant, then the Participant may elect to have any portion of the Participant's Account balance transferred to such defined benefit governmental plan. A transfer under this Section 6.7(a) may be made before the Participant has had a Severance from Employment.

(b) A transfer may be made under this Section 6.7(a) only if the transfer is either for the purchase of permissive service credit (as defined in section 415(n)(3)(A) of the Code) under the receiving defined benefit governmental plan or a repayment to which section 415 of the Code does not apply by reason of section 415(k)(3) of the Code.

(c) If a plan-to-plan transfer under this Section 6.7 does not constitute a complete transfer of the Participant's or Beneficiary's interest in the transferor plan, the Plan shall treat the amount transferred as a continuation of a pro rata portion of the Participant's or Beneficiary's interest in the transferor plan (e.g., a pro rata portion of the Participant's or Beneficiary's interest in any after-tax employee contributions).

C. Approval of Amended 403(b) Plan (Cont.)

Section 7 - Investment of Contributions

- 7.1 **Manner of Investment.** All Elective Deferrals, Roth 403(b) Contributions, Employer Contributions or other amounts contributed to the Plan, all property and rights purchased with such amounts under the Funding Vehicles, and all income attributable to such amounts, property, or rights shall be held and invested in one or more Annuity Contracts or Custodial Accounts. Each Custodial Account shall provide for it to be impossible, prior to the satisfaction of all liabilities with respect to Participants and their Beneficiaries, for any part of the assets and income of the Custodial Account to be used for, or diverted to, purposes other than for the exclusive benefit of Participants and their Beneficiaries.
- 7.2 **Investment of Contributions.** Each Participant or Beneficiary shall direct the investment of his or her Account among the investment options available under the Annuity Contract or Custodial Account in accordance with the terms of the Individual Agreements. Transfers and exchanges among Annuity Contracts and Custodial Accounts may be made under this Section 7.2 as authorized under the Adoption Agreement and to the extent provided in the Individual Agreements as permitted under applicable Income Tax Regulations.
- 7.3 **Current and Former Vendors.** The Administrator shall maintain a list of all Vendors under the Plan. Such list is hereby incorporated as part of the Plan. Each Vendor and the Administrator shall exchange such information as may be necessary to satisfy section 403(b) of the Code or other requirements of applicable law. If a Vendor is not eligible to receive Elective Deferrals, Roth 403(b) Contributions or Employer Contributions under the Plan (including a Vendor which has ceased to be a Vendor eligible to receive Elective Deferrals under the Plan and a Vendor holding assets under the Plan in accordance with Section 6.4 or 6.6), Employer shall keep Vendor informed of the name and contact information of the Administrator in order to coordinate information necessary to satisfy section 403(b) of the Code or other requirements of applicable law.
- 7.4 **Vendors for Supplemental 403(b) Program.** Employees participating in a Supplemental 403(b) Program may have different Vendors authorized to accept contributions and hold Accounts under such arrangement. The authorized Vendors for the Supplemental 403(b) Program will either be identified under a plan document that establishes and describes the Supplemental 403(b) Program or as set forth on the Adoption Agreement and may be different than the Vendors authorized under the Plan.

Section 8 - Amendments to the Plan

- 8.1 **Termination of Contributions.** The Employer has adopted the Plan with the intention and expectation that contributions will be continued indefinitely. However, the Employer has no obligation or liability whatsoever to maintain the Plan for any length of time and may discontinue contributions under the Plan at any time without any liability hereunder for any such discontinuance.

C. Approval of Amended 403(b) Plan (Cont.)

- 8.2 **Amendment.** The Employer reserves the authority to amend this Plan at any time, provided that any amendment which reduces the contractual rights or benefits under an Individual Agreement shall apply prospectively only except as required under the Code and applicable regulations.

Section 9 – Miscellaneous

- 9.1 **Non-Assignability.** Except as provided in Section 9.2 and 9.3, the interests of each Participant or Beneficiary under the Plan are not subject to the claims of the Participant's or Beneficiary's creditors; and neither the Participant nor any Beneficiary shall have any right to sell, assign, transfer, or otherwise convey the right to receive any payments hereunder or any interest under the Plan, which payments and interest are expressly declared to be non-assignable and non-transferable.
- 9.2 **Domestic Relation Orders.** Notwithstanding Section 9.1, if a judgment, decree or order (including approval of 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 is made pursuant to the domestic relations law of any state ("domestic relations order"), then the amount of the Participant's Account Balance shall be paid in the manner and to the person or persons so directed in the domestic relations order. Such payment shall be made without regard to whether the Participant is eligible for a distribution of benefits under the Plan. The Administrator shall establish reasonable procedures for determining the status of any such decree or order and for effectuating distribution pursuant to the domestic relations order.
- 9.3 **IRS Levy.** Notwithstanding Section 9.1, the Administrator may direct payment from a Participant's or Beneficiary's Account in the amount that the Administrator finds is lawfully demanded under a levy issued by the Internal Revenue Service with respect to that Participant or Beneficiary or is sought to be collected by the United States Government under a judgment resulting from an unpaid tax assessment against the Participant or Beneficiary.
- 9.4 **Tax Withholding.** Contributions to the Plan are subject to applicable employment taxes (including, if applicable, Federal Insurance Contributions Act (FICA) taxes with respect to Elective Deferrals and Roth 403(b) Contributions, which constitute wages under section 3121 of the Code). Any benefit payment made under the Plan is subject to applicable income tax withholding requirements (including section 3401 of the Code and the Employment Tax Regulations thereunder). A payee shall provide such information as the Administrator or Vendor may need to satisfy income tax withholding obligations, and any other information that may be required by guidance issued under the Code.
- 9.5 **Payments to Minors and Incompetents.** If a Participant or Beneficiary entitled to receive any benefits hereunder is a minor or is adjudged to be legally incapable of giving valid receipt and discharge for such benefits, or is deemed so by the Administrator, benefits will be paid in conformity with applicable Annuity Contracts or Custodial

C. Approval of Amended 403(b) Plan (Cont.)

Accounts. If the applicable Annuity Contracts or Custodial Accounts do not address the issue of payments to minors and incompetents, then the Administrator shall direct payment of the benefit to such person as the Administrator may designate for the benefit of such Participant or Beneficiary. Such payments shall be considered a payment to such Participant or Beneficiary and shall, to the extent made, be deemed a complete discharge of any liability for such payments under the Plan.

- 9.6 **Mistaken Contributions.** If any contribution (or any portion of a contribution) is made to the Plan by a good faith mistake of fact, then within one (1) year after the payment of the contribution, and upon receipt in good order of a proper request approved by the Administrator, the amount of the mistaken contribution (adjusted for any income or loss in value, if any, allocable thereto) shall be returned to the party that made the contribution.
- 9.7 **Procedure When Distributee Cannot Be Located.** The Administrator shall make all reasonable attempts to determine the identity and address of a Participant or a Participant's Beneficiary entitled to benefits under the Plan. If, after sending the communication by certified mail to the last known address shown on the records of the Employer or the Administrator and not receiving a response within six (6) months, then the terms of the Funding Vehicle holding the Accounts of the Participant that govern payment of benefits to Participants and Beneficiaries who cannot be located shall be followed.
- 9.8 **Incorporation of Individual Agreements.** The Plan, together with the Adoption Agreement and any Individual Agreements, is intended to satisfy the requirements of section 403(b) of the Code and the Income Tax Regulations thereunder. Terms and conditions of the Adoption Agreement and applicable Individual Agreements are hereby incorporated by reference into the Plan, excluding those terms that are inconsistent with the Plan or section 403(b) of the Code. In such event, the Individual Agreements shall be interpreted, to the extent possible, in a manner to conform to the Plan and applicable requirements.
- 9.9 **Governing Law.** The Plan will be construed, administered and enforced according to the Code and the laws of the state in which the Employer has its principal place of business.
- 9.10 **Construction.** Headings of the Plan have been inserted for convenience of reference only and are to be ignored in any construction of the provisions hereof. Pronouns used in the Plan in the masculine or feminine gender include both genders unless the context clearly indicates otherwise.
- 9.11 **Indemnification.** If Employer appoints an Employee or a committee of Employees to act as the Administrator of the Plan, Employer shall indemnify any such Employee acting on its behalf in this capacity. Such individuals shall be indemnified from any and all liability that may arise by reason of his action or failure to act concerning this Plan, excepting any willful misconduct or criminal acts.

C. Approval of Amended 403(b) Plan (Cont.)

- 9.12 **No Employer Liability.** Employer shall have no liability for the payment of benefits under the Plan. Each Participant shall look solely to the providers of applicable Annuity Contracts and Custodial Accounts for receipt of payments or benefits under the Plan.
- 9.13 **Qualified Military Service Benefits.** Notwithstanding any provision of the Plan, any Participant whose employment is interrupted by qualified uniformed service in the US military under section 414(u) of the Code shall be entitled to all rights, benefits and protections afforded to such individuals thereunder, and such provisions are incorporated into this Plan. Uniformed services by any individual shall be determined as described in section 3401(h)(2)(A) of the Code.

Section 10 – Roth 403(b) Contribution Provisions

- 10.1 **General Application.** This Section 10 shall apply only if the Employer has elected to permit Roth 403(b) Contributions under the Plan as indicated on the Adoption Agreement.
- 10.2 **Roth 403(b) Contributions.** Participants may make Roth 403(b) Contributions to their Accounts under the Plan if authorized by the Employer on the Adoption Agreement. Unless otherwise provided, such contributions shall be treated as Elective Deferrals and are therefore subject to the requirements and limitations imposed by section 402(g) of the Code. A Participant's Roth 403(b) Contributions shall be allocated to a separate account maintained for such deferrals as described in Section 10.3.
- 10.3 **Separate Accounting Requirements.** Contributions and withdrawals of Roth 403(b) Contributions, and earnings or losses thereon, shall be credited and debited to each Participant's Account and shall be separately accounted for under each Employee's Account. Gains, losses, and other credits or charges shall be separately allocated on a reasonable and consistent basis for each Participant's Roth 403(b) Contributions. Except as provided in Section 10.6, no contributions other than Roth 403(b) Contributions and properly attributable earnings may be credited to each Participant's Roth subaccount.
- 10.4 **Deposit Requirements.** Roth 403(b) Contributions shall be deposited with the applicable Funding Vehicles as soon as practicable in accordance with Section 2.5 of the Plan, unless an earlier date is required under state law.
- 10.5 **Direct Roth Rollovers From the Plan.** Notwithstanding Section 5.5 of the Plan, Participants may only make a direct rollover of a distribution of Roth 403(b) Contributions (and earnings thereon) to another 403(b) plan with Roth 403(b) Contribution features, to a Roth 401(k) plan with Roth contribution features or to a Roth IRA described in Section 408A of the Code, and only to the extent the Rollover is permitted under the rules of section 402(c) of the Code.
- 10.6 **Roth Rollovers Into the Plan.** Notwithstanding Section 6.1 of the Plan, and unless otherwise indicated on the Adoption Agreement, direct rollovers of Roth 403(b) Contributions and Roth 401(k) contributions and earnings thereon from another 403(b)

C. Approval of Amended 403(b) Plan (Cont.)

plan with Roth 403(b) Contribution features or from a Roth 401(k) plan with Roth contribution features are permitted, provided that the Funding Vehicles selected by a Participant will accept Roth 403(b) and/or 401(k) rollovers. Direct rollovers shall only be permitted if the transmitting plan satisfies the conditions set forth in section 402A(e)(1) of the Code and only to the extent the rollover is permitted under the rules of section 402(c) of the Code.

- 10.7 **Correction of Excess Deferrals.** Excess Deferrals shall be corrected by first distributing the amount of Roth 403(b) contributions (plus earnings thereon) made during the Plan Year needed to correct the excess and then by distributing a Participant's pre-tax Elective Deferrals (plus earnings thereon). However, if a highly compensated employee (as defined in Section 414(q) of the Code) experiences an Excess Deferral in any Plan Year, he may designate the extent to which the excess amount is composed of Elective Deferrals and excess Roth 403(b) Contributions, provided that both types of contributions were made by the Employee during the applicable Plan Year. If the highly compensated employee does not designate which type of contributions are to be distributed, then pre-tax Elective Deferrals shall be distributed first, followed by Roth 403(b) Contributions.
- 10.8 **Definition of Roth 403(b) Contributions.** A Roth 403(b) Contribution is an Employee contribution that is designated irrevocably by the Employee on his enrollment form to be a Roth 403(b) Contribution and is treated by the Employer as includible in the Employee's income.
- 10.9 **Roth Caveat.** Employer, Administrator and providers of Annuity Contracts and Custodial Accounts shall utilize good faith compliance efforts to conform to the requirements applicable to Roth 403(b) Contributions based on applicable IRS guidance related to Roth 403(b) Contributions. The Plan shall be administered and interpreted in the manner necessary to ensure compliance with such guidance.

Section 11 – Supplemental 403(b) Program

- 11.1 **General Application.** This Section 11 shall apply only if the Employer has indicated that it offers a Supplemental 403(b) Program on the Adoption Agreement.
- 11.2 **Incorporation of Supplemental 403(b) Program.** Unless otherwise indicated on the Adoption Agreement, the Supplemental 403(b) Program is established and governed by a separate plan document. This Plan includes this document, the Adoption Agreement and the document establishing the Supplemental 403(b) Program, as identified on the Adoption Agreement. If there is a conflict between the Plan and the Supplemental 403(b) Program document, the Supplemental 403(b) Program shall govern only with respect to those provisions that are exclusive to the Supplemental 403(b) Program. The Plan shall govern in all other circumstances.
- 11.3 **Supplemental 403(b) Program Contributions.** Employer shall make contributions as required under the Supplemental 403(b) Program to the Accounts of Participants that are participating in such arrangement in accordance with the terms of the Supplemental

C. Approval of Amended 403(b) Plan (Cont.)

403(b) Program. Contributions shall be subject to the appropriate annual contribution limitations set forth in the Code based on the type of contribution required under the Supplemental 403(b) Program.

- 11.4 **Separate Accounting Requirements**. Supplemental 403(b) Program contributions and withdrawals, including any earnings or losses thereon, shall be credited and debited to each participating Participant's Account and shall be separately accounted for under each Employee's Account.
- 11.5 **Deposit Requirements**. Supplemental 403(b) Program contributions shall be deposited with the applicable Funding Vehicles as soon as practicable in conformity with the terms of the Supplemental 403(b) Program.

The Employer has evidenced its intent to adopt this Plan by executing the Adoption Agreement which is a part of this 403(b) Plan document. This Plan document, the Adoption Agreement, documents governing Supplemental 403(b) Programs, as applicable, and any underlying Annuity Contracts and Custodial Accounts provided by the Vendors authorized by the Employer, as well as necessary forms and administrative policies and procedures incorporated by the Employer, an Administrator or any Funding Vehicle shall constitute the entire Plan.

C. Approval of Amended 403(b) Plan (Cont.)

ADOPTION AGREEMENT

Employer hereby adopts the 403(b) Plan Document for Public Education Organizations plan document (the "Plan") as modified by this Adoption Agreement and agrees that the following provisions shall be incorporated as part of the Plan document.

EMPLOYER INFORMATION

Name of Employer: Board of Trustees of Eastern Illinois University

Federal Tax ID: 37-6013590

Employer's Address:

600 Lincoln Avenue
Charleston, IL 61920

Telephone Number: (217) 581-2921 **Fax:** (217) 581-3290

Contact Person: Paul McCann Linda Holloway
pmccann@eiu.edu lholloway@eiu.edu
217-581-2921 217-581-2979

Type of Organization:

- K-12 Public School Community College Public College/University
 State Department of Education/Chartered by State Department of Education

Note: If Employer is not a public education organization, this document may not be used.

PLAN INFORMATION

1. Name of Plan: Eastern Illinois University Tax Deferred 403(b) Retirement Plan

2. Effective Date: This Adoption Agreement:

- Establishes a Plan effective as of _____ (the "Effective Date") and is the first 403(b) plan document established by the Employer.
 Amends and restates a previously established 403(b) Plan document of the Employer which was adopted as of January 1, 1982. [The Plan initially called the Tax-Deferred Annuity Plan was amended in 1988, 1996, and 1999]. The effective date of this amended Plan is October 1, 2014 (the "Effective Date").

Default Construction Rule: If no box is checked, that feature is NOT included in the Plan.

3. Eligibility: Under the Plan document, ALL common law employees except student workers and student teachers are immediately eligible to make contributions under the Plan, unless an exception is indicated below. Eligibility for Employer Contributions is based on applicable employment agreements or collective bargaining agreements to which an employee is subject, or as determined by the Employer from year to year.

The following employees are excluded from participating in the Plan (**NOT RECOMMENDED**):

- Employees who normally work fewer than ___ hours per week (must be 20 or less and generally equivalent to 1,000 hours or less in a working year except as otherwise provided under applicable 403(b) regulations)

4. Enrollment: The Plan permits participants to enroll in the plan by making Elective Deferral elections at any time after satisfying eligibility requirements, unless otherwise provide below. Similarly, under the Plan,

C. Approval of Amended 403(b) Plan (Cont.)

employees may make changes to their prior elections and to their Vendor selection at any time unless otherwise indicated below. By marking a box below, the Employer restricts the timing of enrollments, changes to elections and investment directions as follows:

- Only on the first day of each month.
- Other (describe): New enrollments or changes to elections will be made the next available pay period based on whether the employee is paid monthly or bi-weekly.

5. Contributions:

Employee Contributions (in addition to pre-tax Elective Deferrals):

- Roth 403(b) Contributions are NOT permitted under the Plan
- Roth 403(b) Contributions to the Plan are permitted beginning on October 1, 2014.

Employer Contributions, if any:

- No Employer Contributions will be made.
- Employer Contributions will be made in accordance with applicable employment agreements and collective bargaining agreements, or as may be determined from year to year by the Employer.

6. 15 Years of Service Catch Up Contributions: The Plan will or will not permit employees with 15 years of service with the Employer that satisfy the conditions for the Special Section 403(b) Catch-up Limitation for Employees With 15 Years of Service (Section 3.2 of the Plan) to increase their Elective Deferrals limitation.

7. Investment Options: Any organizations offering Annuity Contracts and/or Custodial Accounts that meet the requirements of Section 403(b) of the Code that are listed on Appendix 1 are authorized as Vendors under the Plan.

8. Exchanges within the Plan: The Plan will or will not permit Participants to make Exchanges. If permitted, Exchanges may occur between:

- Those organizations listed on Appendix 1 only (*permitted only between organizations authorized to accept current contributions*).
- Between those organizations listed on Appendix 1 (*authorized organizations*) of the Adoption Agreement. The Plan also permits Exchanges from those organizations listed on Appendix 1 (*previously authorized organizations*) to organizations that are listed on Appendix 1 (*authorized organizations*). Exchanges to organizations not listed on Appendix 1 are not permitted under the Plan.

9. Transfers into the Plan: The Plan will or will not accept Transfers from another employer's 403(b) plan.

10. Transfers from the Plan: The Plan will or will not permit Transfers from the Plan to another employer's 403(b) plan, if requested by a former Participant.

11. Financial Hardship Distributions: Hardship Distributions are or are not available under the Plan.

12. Loans: Loans are or are not available under the Plan subject to availability and any additional conditions that may apply under a Participant's 403(b) Individual Agreement(s).

Note: The Plan prohibits loans to any Participant who has previously defaulted on a loan from any retirement or deferred compensation plan sponsored by the Employer.

C. Approval of Amended 403(b) Plan (Cont.)

13. Beneficiary Rights. A Beneficiary of a deceased Participant's Account may, or may not designate his/her own Beneficiary.

14. Plan Administration: The Plan shall be administered:

- By a designated Administrator. The Employer has named ADMIN Partners, LLC. to act in this capacity. (Default under the Plan)
- By the Employer
- Jointly by Employer and Vendors. Unless otherwise agreed to in writing by the parties, Employer and each Funding Vehicle shall jointly act as Administrator of the Plan. Employer shall be responsible for matters relating to the Plan document, eligibility (including providing notice of the Plan to Employees), enrollment opportunities, contributions, proper tax reporting on contributions, and payroll related issues. The Funding Vehicles are responsible for matters relating to investing Contributions as directed by Participants, beneficiary designations, distributions, exchanges, transfers, rollovers, loans, withdrawals and post-employment compliance matters, such as tax reporting, notice requirements and withholding on distributions.

15. Additional Modifications: The following section may be used to insert provisions for which there were no acceptable alternatives provided. It may be used to modify any portion of the Plan Document or Adoption Agreement.

NOTE: Any modifications should be carefully reviewed by Employer's legal counsel to ensure that changes do not adversely affect the Plan's qualification under Section 403(b) of the Code.

Other provisions of the Plan (Attach additional pages as necessary):

C. Approval of Amended 403(b) Plan (Cont.)

EMPLOYER ACKNOWLEDGEMENTS AND SIGNATURES

Employer acknowledges that it is an eligible public education organization under Section 170(b)(1)(A)(ii) of the Code and is authorized to offer a program qualified under Section 403(b) of the Internal Revenue Code.

EMPLOYER

Print Name of Employer: Board of Trustees of Eastern Illinois University

By: _____

Print Name of Signer: Paul McCann

Title: Interim VP Business Affairs

Dated: _____

C. Approval of Amended 403(b) Plan (Cont.)

APPENDIX 1

Organizations Authorized to Accept Both Contributions and Exchanges

Name of Organization	Contact Person	Telephone Number
Ameriprise Financial Services	John Steward	217-234-8136
Fidelity Investments		800-868-1023
TIAA-CREF	Russell Dockett	303-318-5147
VALIC	Mike Wilson	217-821-5289
ING	Sandy Wilson	217-268-4518
First Mid Illinois Bank and Trust		
American Funds	Dick Martin	217-348-1244

The following organizations were previously authorized vendors under the Plan, but were grandfathered as of the date indicated. Future participants may not investment with these organizations. Grandfathered status means that existing participants can continue to make contributions to a vendor, but no new participants can be added.

Name of Organization	Date Grandfathered	Contact Information	Telephone
Met Life (Travelers)	2003	PO Box 10336, Des Moines, IA 50306	
AXA Equitable	2003	Robert Johnson	630-515-5014

The following organizations were previously authorized vendors under the Plan, but were deselected as of the date indicated:

Name of Organization	Date De-Selected	Contact Person	Telephone
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Important Note:

As provided under the Plan, any authorized Vendor named above agrees to share information necessary for compliance purposes with Employer, an Administrator and/or with any other 403(b) provider as may be required or desirable to facilitate compliance with the Plan and all applicable laws and regulations.

Reviewed by: Paul McCann Dated: _____

This Appendix is dated: October 1, 2014

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V. INFORMATION ITEMS

A. **President's Report**

B. Alumni Association Report

Mr. Tom DuBois, President of the EIU Alumni Association will make a presentation to the Board of Trustees.

C. Earned Degrees Report

FY2014 Degrees Awarded

[Board *Regulations* (III.B.1.b.) stipulate that an annual report on earned degrees awarded be provided by the Board.]

In FY2014, Eastern awarded a total of **2,787 degrees**:

2,138 Bachelor's degrees
24 Post-bachelor's certificates
586 Master's degrees
39 Specialist degrees

This compares to FY 2013 totals of 2,837 degrees overall and 2,238 bachelor's degrees, and with a five-year average of 2,861 degrees overall and 2,221 bachelor's degrees.

Majors with the largest number of bachelor's degree recipients in FY 2014 were:

Kinesiology and Sports Studies (215)
Communication Studies (197)
General Studies (189)
Family and Consumer Sciences (174)
Psychology (122)

Other majors in the "top ten" for undergraduate degree recipients were Elementary Education/BSEd, Sociology/BA, Biological Sciences/BS, Management/BSB, and Special Education BSEd and Organizational and Professional Development/BS were tied. Of the **586 master's degrees** awarded, 160 were in Educational Administration (MSEd), 57 were in Technology (MS), 41 were in Kinesiology and Sports Studies (MS), 37 were MBAs and 33 were in Family and Consumer Sciences (MS).

In FY 2014, **minorities** received **431** degrees, or **15%** of the total degrees conferred.

Eastern's **6-year graduation rate** (IPEDS/NCAA methodology) is 59%.

D. Reports from Constituencies

Faculty Senate – Written report to Board Chair

Staff Senate – No report

Student Government – Yazmin Rodriguez, Student VP for Student Affairs, will be presenting the report on behalf of Reginald Thedford.

E. FY 2015 Deposit & Investment Report

**Eastern Illinois University
Deposit and Investment Report
For the Quarter Ending September 30, 2014**

Operating Funds Investment Performance:

Average Daily Cash Balance	\$ (2,962,529.82)
Average Daily Invested Balance	<u>50,789,808.79</u>
Net Average Daily Balance	<u>\$ 47,827,278.97</u>
Total Interest Earned on Investments	<u>\$ 2,221.38</u>
Percentage of Net Average Daily Balance Invested	<u>106.19%</u>
Annualized Average Yield	<u>0.02%</u>
Benchmark - 90 Day Treasury Bill	<u>0.03%</u>

Summary of Investments:

	Cost	Market Value
Certificate of Deposit	<u>\$ 485,000.00</u>	<u>\$ 485,000.00</u>

EIU invests primarily in the Illinois Funds. The Illinois Funds consist primarily of repurchase agreements, commercial paper and money market funds. EIU investments may also include U.S. Treasury Notes, Government Agencies (e.g., Federal Home Loan Bank, FNMA, etc), Money Market Funds, Depository Accounts and Commercial Paper. Earnings rates for the quarter ranged from 0.01% to .50%

University/Foundation/Alumni/Agency General Ledger Cash by Major Category:

Income Fund Tuition	\$ 19,029,333.04
Student Insurance Fund/Departmental Equipment Reserves	9,733,484.00
Alumni/Foundation Funds held by the University	9,043,082.44
Local Accounts/Athletics/Student Governed Funds/Reserves	9,032,695.14
Construction Funds/Capital Projects	7,239,833.23
Housing/Student Life Operating Funds	6,946,506.76
Housing/Student Life Construction/Repair/Replacement/Payment Reserves	6,261,044.00
Gift Funds with Donor Restrictions for Departments	3,191,330.65
Research and Grant Funds	785,420.33
Funds Held for Clubs/Organizations	602,369.17
Parking/Lounge Operating Funds	544,401.17
Endowment Funds	89,021.42
Student Loan/Work Study Funds	(5,088,621.38)
Scholarships Receivable	(5,227,413.55)
General Revenue Funds Due From the State of Illinois	<u>(13,224,220.10)</u>
Total Cash Balance September 30, 2014	<u>\$ 48,958,266.32</u>

E. FY 2015 Deposit & Investment Report (Cont.)

Endowment Funds Investment Performance:

Portfolio Market Value June 30, 2014	\$ 1,531,114.94
Interest and Dividends Income Reinvested	9,210.20
Change in Value of investments	<u>(45,258.36)</u>
Portfolio Market Value September 30, 2014	<u>\$ 1,495,066.78</u>
 Total Return on Investments for the Quarter	 <u>-2.36%</u>

Endowment Funds Asset Allocation (as of September 30, 2014)

Schwab Institutional Brokerage Account:

	Market Value	
Equity Funds:		
Vanguard 500 Index	\$ 207,901.37	
Morgan Stanley Institutional	174,372.02	
Vanguard Dividend Appreciation	108,221.63	
Vanguard Developed Markets	179,187.80	
Vanguard Emerging Markets	124,341.81	
Pimco All Asset	144,523.77	
Vanguard Growth	<u>93,791.38</u>	
Total Equity Funds		\$ 1,032,339.78
Bond Funds:		
Vanguard Total Bond Market Index	\$ 211,828.54	
Vanguard Inflation Protected Securities	71,907.03	
Templeton Global Bond	<u>74,723.82</u>	
Total Bond Funds		358,459.39
Other Funds:		
Ishares TR MSCI EAFE Index	\$ 29,110.48	
Ishares S&P North American	<u>71,823.75</u>	
Total Other Funds		100,934.23
Cash Funds:		
Schwab Cash	\$ 258.54	
Schwab Money Market Fund	<u>3,074.84</u>	
Total Cash Funds		<u>3,333.38</u>
Total Schwab Institutional Brokerage Account:		<u>\$ 1,495,066.78</u>

F. FY 2014 Income Producing Contracts

Summary Comparison:					
	Number of Awards		Values		Change
	FY 2013	FY 2014	FY 2013	FY 2014	
Awards \$10,000 and Over	104	96	\$7,916,961	\$6,243,487	-21.14%
Awards Under \$10,000	183	141	423,185	393,420	- 7.03%
Totals	<u>287</u>	<u>237</u>	<u>\$8,340,146</u>	<u>\$6,636,907</u>	-20.42%

Research/Public Service Grants & Contracts Valued at \$10,000 or More

<u>Quarter</u>	<u>Awards</u>	<u>Value</u>
July - Sept	12	\$1,692,461
Oct – Dec	7	\$ 631,103
Jan – Mar	9	\$ 540,329
Apr – June	<u>12</u>	<u>\$ 653,030</u>
	<u>40</u>	<u>\$3,516,923</u>

KEY: Name of Grant **Amount**
 Grantor/Contractor Term of Grant: 0/0/01 – 0/0/01 *Director/Fiscal Agent*
Purpose:

- 1. Child Care Resource and Referral FY14** **\$728,400**
 Illinois Department of Human Services/U.S. Department of Health and Human Services 7/1/2013 - 6/30/2014 *Misty Baker and Karla Kennedy-Hagan* - Family and Consumer Sciences **Public Service:** To continue the established CCR&R agency. CCR&R serves as the "hub" for child care information providing resources and referrals, along with child care financial assistance, in the six county service delivery area (SDA 11).
- 2. CPB CSG FY14** **\$495,487**
 Corporation for Public Broadcasting 10/1/2013 -- 9/30/2015 *Jack Neal*
Public Service: CPB grant to support the operations of WEIU TV
- 3. High Impact Natural Gas Efficiency Bonus** **\$312,000**
 Illinois Department of Commerce and Economic Opportunity 6/1/2013 – 5/31/2014 *Siegel, Ryan/Weber, Chad* **Public Service:** Fine Arts – install internal piano humidifier and reprogramming building automation system.
- 4. CPB CSG FY14 (Increase #1)** **\$252,427**
 Corporation for Public Broadcasting 10/1/2013 - 9/30/2015 *Neal, Jack*
Public Service: CPB grant to support the operations of WEIU TV

F. FY 2014 Income Producing Contracts (Cont.)

- 5. IDHS-SAPP FY 14** **\$240,000**
Illinois Department of Human Services 7/1/2013 -6/30/2014 *Eric Davidson
And Cherise Murphy* - Health Services **Public Service:** Statewide alcohol
and other drug prevention center serving any Illinois 2- and 4-year
institution of higher education.
- 6. TRIO: Student Support Services FY 14** **\$233,182**
U. S. Department of Education 9/1/2013 - 8/31/2014 *Mona Davenport and
Maggie Burkhead* - Minority Affairs **Public Service:** To increase the
retention and graduation rates of first generation, low income, and/or
students with disabilities.
- 7. Prescription Information Library FY 14** **\$190,000**
Illinois Department of Human Services 7/1/2013 - 6/30/2014 *Robert Chesnut*
Research and Sponsored Programs **Public Service:** The PIL is a
state-wide expansion of the current Prescription Monitoring Program.
It will maintain twenty to thirty million prescription records received
annually from pharmacies and hospital pharmacies in Illinois and outside
Illinois doing business with Illinois.
- 8. Monitoring to Support Embarras River Watershed Plan; Support and
Evaluate Restoration activities in Kickapoo Creek** **\$141,000**
Illinois Environmental Protection Agency 5/28/2014 - 7/31/2016 *Colombo,
Robert/Resende da Maia, Anabela* **Research:** To utilize stream stabilization
in Mattoon to restore instream habitat which will allow the determination of
the biotic response to stream restoration under the water quality conditions.
- 9. Chaucer's Canterbury Tales FY14** **\$118,188**
National Endowment for the Humanities 10/1/2013 - 9/30/2014 *David
Raybin* –English **Public Service:** To direct an NEH Summer Seminar for
school teachers in June/July 2014. The four-week seminar will take place
in England.
- 10. BODIPY-Pd Complexes for Photocatalytic C-C Coupling Reactions** **\$70,000**
American Chemical Society – Petroleum Research Fund 9/1/2014 - 8/31/2017
He, Hongshan **Research:**Synthesize BODIPY-Pd complexes, characterize
their structures, investigate their photophysical properties and study their
catalytic activity for Sonogashira C-C coupling reaction under visible light.
- 11. RUI: Spectroscopic studies of halogen substitution effects on covalent
and noncovalent interactions in ionic and neutral species (Year Three)** **\$67,274**
National Science Foundation 8/1/2013 - 8/31/2015 *Sean Peebles and Rebecca
Peebles* – Chemistry Research: To investigate weak hydrogen bond donors
and acceptors using chirped-pulse Fourier-transform microwave spectroscopy.
- 12. DCEO Efficiency Grant, Fine Arts Chiller** **\$55,440**
Illinois Department of Commerce and Economic Opportunity 7/1/2013 –
5/15/2014 *Siegel, Ryan/ Weber, Chad* **Public Service:** Replace fine arts
steam driven chiller with new electric driven chiller.

F. FY 2014 Income Producing Contracts (Cont.)

- 13. Teacher Graduate Assessment FY13 (Increase #7)** **\$51,560**
Various Illinois Institutions of Higher Education 1/1/2011- *Lucas, Stephen*
Public Service: Assessment of teacher graduate in the State of Illinois
- 14. IAC FY14 (Basic)** **\$50,300**
Illinois Arts Council 10/15/2013 - 8/31/2014 *Jack Neal* **Public Service:**
IAC grant to support the operations of WEIU TV
- 15. IBHE Common Core State Standards Integration FY14** **\$50,000**
Illinois Board of Higher Education 2/28/2014 – 9/30/2014 *Bower, Douglas*
Public Service: This grant seeks to integrate Common Core State Standards into teacher education and general education curricula at Eastern Illinois University.
- 16. Literacy in Financial Education (LIFE) Center** **\$40,000**
Council on Graduate Studies - TIAA-CREF 7/1/2013 - 6/30/2015
Roberet Augustine and Linda Simpson - The Graduate School/Family and Consumer Sciences **Public Service:** Through the funding of this grant, the Literacy in Financial Education (LIFE) Center will be established to enhance the financial literacy of students enrolled at Eastern Illinois University.
- 17. Early Childhood Educator Preparation Program Innovation Grant** **\$39,500**
Illinois Board of Higher Education 2/1/2014 – 12/15/2014 *Md-Yunus Sham'ah/Russell, Joy* **Public Service:** This grant will help EIU create a model of ELE preparation program which includes current state and national teaching standards and promotes alignment of coursework between community colleges and EIU. It will help develop field experiences and flexible pathways to program completion.
- 18. Illinois Cooperative Work Study Program** **\$34,164**
Illinois Board of Higher Education 2/4/2014 – 6/30/2015 *Terwilliger, Robin*
Public Service: To partially fund internship opportunities for students.
- 19. DCEO Fine Arts Theatre Lighting** **\$28,930**
Illinois Department of Commerce and Economic Opportunity 7/1/2013 – 5/31/2014 *Siegel, Ryan/Weber, Chad* **Public Service:** Replacing incandescent light fixtures with LED.
- 20. Senior Nutrition Program FY14** **\$25,000**
(McLean County) United Way of McLean County 7/1/2013 - 9/30/2013
Barbra Wylie - Peace Meal **Public Service:** To provide meals for senior citizens.
- 21. Sun-Maid Raisin Research and Promotion** **\$22,800**
Sun-Maid Growers of California 12/1/2013 - 12/31/2014 *James Painter*
Research: This grant will fund development of new raisin products, consumer testing of products, and assist in television and web events for Sun-Maid raisins.

F. FY 2014 Income Producing Contracts (Cont.)

- 22. NWP SEED Grant for Work with Martinsville High School** **\$20,000**
National Writing Project 10/1/2013 - 9/30/2014 *Robin Murray*
Public Service: Promote technology-enhanced writing across disciplines that will help meet the language arts and technology Common Core Standards.
- 23. Asian Carp 2014** **\$19,900**
U of I Champaign Urbana/INHS/IDNR/USFWS 1/1/2014 - 12/31/2014
Robert Colombo **Research:** To aid Illinois Natural History Survey with sampling of Asian Carp
- 24. GIS Utilities Mapping Initiative 2014** **\$19,690**
City of Berwyn 4/8/2014 - 5/31/2015 *DiNaso, Steven/Gutowski, Vincent*
Public Service: Acquisition of sewer/storm-water utilities data project.
- 25. Macrofungi Collection Consortium (Year Two)** **\$17,909**
Illinois Natural History Survey/New York Botanical Gardens/National Science Foundation 7/1/2013 - 6/30/2015 *Methven, Andrew* **Research:** A project to database the 15,000 macrofungi specimens at EIU.
- 26. Herrin City Cemetery GIS Mapping Initiative** **\$17,600**
City of Herrin 1/1/2014 – 12/31/2017 *DiNaso, Steven/Gutowski, Vincent*
Research: To provide the City of Herrin with a turn-key Cemetery GIS Model.
- 27. The Potential for Hazelnuts and Chestnuts as Sustainable Crops in Illinois** **\$16,500**
Illinois Department of Agriculture 4/25/2014 - 12/30/2015 *Meiners, Scott*
Research: Support for a MS student to conduct research on the initial growth and performance of potential sustainable crops in an established trial orchard. Will also develop outreach activities to increase awareness and knowledge base of chestnuts and hazelnuts.
- 28. Sewer/Storm-Water Connectivity Model (Phase 2)** **\$16,500**
City of Danville 4/14/2014 - 4/13/2015 *DiNaso, Steven/Gutowski, Vincent*
Public Service: The Phase 2 implementation stage involves connectivity of more than 1.2 million linear feet of sewer storm-water pipe, and over 4,200 manholes over a 17 square mile area in the City of Danville.
- 29. Illinois IHE Partnership – EIU IHE Minigrant** **\$15,000**
Southern Illinois University – Edwardsville 10/1/2013 – 9/30/2014 *Russell, Joy/Reid, Brian* **Public Service:** This grant will allow EIU to revise Elementary Education and Principal Preparation programs and support faculty to integrate MTSS content embedded in revised Illinois Professional Teaching Standards.
- 30. Senior Nutrition Program FY13** **\$15,000**
(Macon County) John Ullrich Foundation 10/1/2012 - 9/30/2013 *Barbra Wylie, Peace Meal* **Public Service:** To provide meals for senior citizens.

F. FY 2014 Income Producing Contracts (Cont.)

- 31. Senior Nutrition Program FY13** **\$14,000**
(Champaign County) Ruth Hayward Masonic Fund 10/1/2012 - 9/30/2013
Barbra Wylie - Peace Meal **Public Service:** To provide meals for senior citizens.
- 32. McHenry County Conservation District Bat Survey Project (Year Two)** **\$13,759**
McHenry County Conservation District 4/1/2014 - 3/30/2015 *Deppe, Jill/Gaines, Karen* **Research:** The project will address the following objectives: (1) create an inventory of bat species across 15 McHenry County Conservation District sites, (2) evaluate the occurrence of maternity colonies in the MCCD area, (3) construct species - distribution models relating bat species probability of occurrence with macrohabitat and landscape variables, and (4) compare bat species composition and occurrence data between acoustic recording and mist-net surveys.
- 33. Studies in Reproductive Ecology and Prey Capture** **\$12,588**
for *Pinguicula lutea* and *Pinguicula planifolia*
Bok Tower Gardens 9/1/2013 - 6/30/2014 *Janice Coons*
Research: Evaluate floral aspects and insects that are captured as prey for butterwort species
- 34. Senior Nutrition Program FY13** **\$11,417**
(McLean County) Normal Township 4/1/2013 - 8/31/2013 *Barbra Wylie* - Peace Meal **Public Service:** To provide meals to senior citizens.
- 35. Hereditary Causes of Nephrolithiasis and Kidney Failure** **\$10,875**
New York University School of Medicine/ Mayo Clinic/ NIH 7/1/2013 – 6/30/2014 *Daniel, Steven* **Research:** To study the microbiomes of patients with diverse causes of hyperoxaluria and compare them to normal controls.
- 36. ISBE Teacher Prep Redesign English Bower FY14** **\$10,363**
Illinois State Board of Education 10/31/2013 – 6/30/2014 *Bower, Douglas/Ames, Melissa/Binns, Donna/Murray, Robin* **Public Service:** This funding will assist EIU to incorporate the Common Core State Standards into its teacher preparation programs.
- 37. DCEO Energy Efficiency, Burl Ives and 9th Street Hall HVAC** **\$10,142**
Illinois Department of Commerce and Economic Opportunity 7/1/2013 – 5/15/2014 *Siegel, Ryan/Weber, Chad* **Public Service:** Replace heating and air conditioning units at Burl Ives Art Studio and 9th Street Hall
- 38. CPB Interconnection FY14** **\$10,028**
Corporation for Public Broadcasting 10/1/2013 - 9/30/2014 *Jack Neal*
Public Service: CPB grant to support the operations of WEIU TV
- 39. Eastern Symphony Orchestra** **\$10,000**
Charleston Area Charitable Foundation 10/1/2013 - 5/1/2014 *Richard Rossi*
– Music **Public Service:** To defray the costs for contractual players, promotional needs, PR costs, guest artists, etc.

F. FY 2014 Income Producing Contracts (Cont.)

40. National Writing Project 2014-2016 Teacher Leadership Development SEED \$10,000

Grant - Year One

National Writing Project 5/1/2014 - 8/31/2016 *Murray, Robin* **Public Service:**

This Teacher Leadership Grant will fund summer institutes, institute days, teacher presentations, and professional development for a middle school summer camp.

Research/Public Service Grants & Contracts Valued at Less Than \$10,000

<u>Quarter</u>	<u>Awards</u>	<u>Value</u>
July - Sept	16	\$ 36,983
Oct – Dec	4	\$ 17,145
Jan – Mar	10	\$ 50,384
Apr – June	<u>12</u>	<u>\$ 40,648</u>
	<u>42</u>	<u>\$145,160</u>

F. FY 2014 Income Producing Contracts (Cont.)

Contracts Valued at \$10,000 or more

<u>Quarter</u>	<u>Values</u>
July – September	\$1,306,842
October – December	798,988
January – March	475,379
April – June	145,355
	<u>\$2,726,564</u>

Camps and Conferences Valued at \$10,000 or More:

KEY: Name of Organization	Amount
Grantor/Contractor Term of Grant: 0/0/01 – 0/0/01 <i>Director/Fiscal Agent</i>	
Purpose:	
1. Boys Advanced Soccer Team 2012	27,949
EIU Athletics July 7 – 11, 2013 <i>Mark Hudson</i> To provide an opportunity for high school students to participate in a camp on the campus of Eastern Illinois University. This camp serves as a recruitment tool.	
2. Illini Boys State	75,318
American Legion June 8 – 14, 2013 <i>Mark Hudson</i> Purpose: To provide an opportunity for high school boys to learn about the basic ideals and principles of our system of government. This camp serves as a valuable recruitment tool	
3. Cebrin Goodman Teen Institute	63,410
IL Alcoholism & Drug Dependence Association July 19 – 25, 2013 <i>Mark Hudson</i> Purpose: To provide an opportunity for high school students to participate in a camp on the campus of Eastern Illinois University. This camp serves as a recruitment tool.	
4. EIU Music Camp 1 2013	36,701
EIU Music Department July 14 – 20, 2013 <i>Mark Hudson</i> To provide an opportunity for high school students to participate in a camp on the campus of Eastern Illinois University. This camp serves as a recruitment tool.	
5. Evansville North Band	11,716
Evansville North High School July 22 – 27, 2013 <i>Mark Hudson</i> Purpose: To provide an opportunity for high school students to participate in a camp on the campus of Eastern Illinois University. This camp serves as a recruitment tool.	

F. FY 2014 Income Producing Contracts (Cont.)

Camps and Conferences Valued at \$10,000 or More (continued)

6. Golden Apple Summer Institute 2013	15,529
Golden Apple Foundation June 20 – July 20, 2013 <i>Mark Hudson</i>	
Purpose: To provide an opportunity for high school students to participate in a camp on the campus of Eastern Illinois University. This camp serves as a recruitment tool.	
7. Highland Band	13,689
Highland High School July 29 – August 3, 2013 <i>Mark Hudson</i>	
Purpose: To provide an opportunity for high school students to participate in a camp on the campus of Eastern Illinois University. This camp serves as a recruitment tool.	
8. Illinois Girls State	69,616
American Legion June 14 – 22, 2013 <i>Mark Hudson</i>	
Purpose: To provide an opportunity for high school students to participate in a camp on the campus of Eastern Illinois University. This camp serves as a recruitment tool.	
9. Johnson Flight Encampment	16,281
Illinois Civil Air Patrol June 7 – 15, 2013 <i>Mark Hudson</i>	
Purpose: To provide an opportunity for high school students to participate in a camp on the campus of Eastern Illinois University. This camp serves as a recruitment tool.	
10. Metamora High School	11,823
Metamora High School July 28 – Aug. 2, 2013 <i>Mark Hudson</i>	
Purpose: To provide an opportunity for high school students to participate in a camp on the campus of Eastern Illinois University. This camp serves as a recruitment tool.	
11. Minooka Band	27,472
Minooka High School July 28 – Aug. 2, 2013 <i>Mark Hudson</i>	
Purpose: To provide an opportunity for high school students to participate in a camp on the campus of Eastern Illinois University. This camp serves as a recruitment tool.	
12. Monticello Band	20,144
Monticello High School July 21 – 26, 2013 <i>Mark Hudson</i>	
Purpose: To provide an opportunity for high school students to participate in a camp on the campus of Eastern Illinois University. This camp serves as a recruitment tool.	
13. NCA 2013 & Varsity Spirit Corp National Cheerleaders	16,355
National Cheerleading Association July 18 – 26, 2013 <i>Mark Hudson</i>	
Purpose: To provide an opportunity for junior high and high school students to participate in a camp on the campus of Eastern Illinois University. This camp serves as a recruitment tool.	

F. FY 2014 Income Producing Contracts (Cont.)

Camps and Conferences Valued at \$10,000 or More (continued)

14. Pekin Band	12,786
Pekin High School July 28 – Aug. 2, 2013 <i>Mark Hudson</i>	
Purpose: To provide an opportunity for high school students to participate in a camp on the campus of Eastern Illinois University. This camp serves as a recruitment tool.	
15. Smith Walbridge	111,500
Smith Walbridge July 9 – 26, 2013 <i>Mark Hudson</i>	
Purpose: To provide an opportunity for high school students to participate in a camp on the campus of Eastern Illinois University. This camp serves as a recruitment tool.	
16. UDA I 2013 & Varsity Spirit Camp	10,791
Universal Cheerleading Association July 18 – 21, 2013 <i>Mark Hudson</i>	
Purpose: To provide an opportunity for high school students to participate in a camp on the campus of Eastern Illinois University. This camp serves as a recruitment tool.	
17. EIU Badminton Camp	21,035
EIU Badminton Camp July 21 – 25, 2013 <i>Mark Hudson</i>	
Provide an opportunity for high school students to participate in a camp on the campus of Eastern Illinois University. This camp serves as a recruitment tool.	
18. Herscher Band	11,762
Herscher High School July 14 – 19, 2013 <i>Mark Hudson</i>	
Purpose: To provide an opportunity for high school students to participate in a camp on the campus of Eastern Illinois University. This camp serves as a recruitment tool.	
19. Romeoville High School	15,696
Romeoville High School July 28 – Aug. 1, 2013 <i>Mark Hudson</i>	
Purpose: To provide an opportunity for high school students to participate in a camp on the campus of Eastern Illinois University. This camp serves as a recruitment tool.	
20. Illinois High School State Track Meets	143,743
May 14 – 24, 2014 <i>Mark Hudson</i>	
Purpose: To provide an opportunity for high school students to participate in a camp on the campus of Eastern Illinois University. This camp serves as a recruitment tool.	
21. EIU Panther Camps	16,444
EIU Athletic Department June 1 – 30, 2014 <i>Mark Hudson</i>	
To provide an opportunity for high school students to participate in a camp on the campus of Eastern Illinois University. This camp serves as a recruitment tool.	

F. FY 2014 Income Producing Contracts (Cont.)

Camps and Conferences Valued at \$10,000 or More (continued)

- | | |
|---|---------------|
| 22. IMTA Annual Conference | 21,815 |
| Municipal Treasurers & Finance Directors throughout the State of Illinois
June 22 – 24, 2014 <i>Peggy Brown, Dean Regis Gilman</i>
Purpose: Educational sessions and training for Municipal Treasurers & Finance Directors in the State of Illinois. Continuing professional education to assist Municipal Treasurers & Finance Directors to attain new skills and knowledge. | |
| 23. Art Camps | 20,447 |
| Students attending camps; Women’s clubs; and Coles County Arts Council
July 7 – 13, 201 <i>Peggy Brown, Regis Gilman</i>
Purpose: To provide an opportunity for high school students to participate in a camp on the campus of Eastern Illinois University. This camp serves as a recruitment tool | |
| 24. Midwest Lifetime Learning Conference | 10,695 |
| Staff and Directors of community colleges and university-based lifelong learning programs, senior centers, area agencies on aging, nursing homes and assisted living centers. April 16 – 18, 2014 <i>Peggy Brown, Dean Regis Gilman</i>
Purpose: To bring together providers of lifelong learning programs from Illinois and neighboring states to share program ideas and research findings. | |
| 25. IL Council of Teachers of Math Conference | 64,485 |
| Mathematics teachers in the State; Illinois Council of Teachers of Mathematics, exhibitors
October 18 – 19, 2013 <i>Peggy Brown, Dean Regis Gilman</i>
Purpose: Share ideas for the teaching of mathematics; update skills; present innovative teaching techniques; network with other professionals | |
| 26. Illinois Municipal Treasurers’ Institute | 32,005 |
| Participants, Illinois Municipal Treasurers’ Association Nov. 17 – 21, 2013
<i>Peggy Brown, Dean Regis Gilman</i>
Purpose: To assist Illinois treasurers, finance officers and accountants in developing and maintaining administrative expertise needed for the successful operation of Illinois municipal government and in completing requirements for certification. | |
| 27. Business Modules | 29,425 |
| Business Modules Fall 2013 – Spring 2014 <i>Peggy Brown/Melody Wollen/Dean Regis Gilman</i>
Purpose: To allow students to complete Phase 1 undergrad prerequisites or as a refresher for the undergraduate material. | |

F. FY 2014 Income Producing Contracts (Cont.)

Other Income-Producing Grants and Contracts Valued at \$10,000 or More

1. Northern Illinois University	250,000
September 4, 2013 Purpose: Guarantee for Men's Football Game <i>Thomas Michael</i>	
2. San Diego State University	325,000
October 25, 2013 Purpose: Guarantee for Men's Football Game <i>Thomas Michael</i>	
3. Northwestern University	84,500
November 25, 2013 Purpose: Guarantee for Men's Basketball Game <i>Thomas Michael</i>	
4. Purdue University	90,000
December 4, 2013 Purpose: Guarantee for Men's Basketball Game <i>Thomas Michael</i>	
5. Western Kentucky University	60,000
December 17, 2013 Purpose: Guarantee for Men's Basketball Game <i>Thomas Michael</i>	
6. Bowling Green State University	70,000
February 25, 2014 Purpose: Guarantee for Men's Basketball Game <i>Thomas Michael</i>	
7. University of Louisiana – Lafayette	10,000
March 20, 2014 Purpose: Guarantee for Men's Baseball Game <i>Thomas Michael</i>	
8. University of Arkansas	10,000
April 3, 2014 Purpose: Guarantee for Men's Baseball Game <i>Thomas Michael</i>	
9. Niemann Foods	10,000
County Market July 2, 2013 <i>Thomas Michael</i> Purpose: Corporate Advertising	
10. EI Properties	10,000
EI Properties January 2, 2014 <i>Thomas Michael</i> Purpose: Corporate Advertising	
11. Credit Union One	30,000
Credit Union One July 1, 2012 – June 30, 2013 <i>Thomas Michael</i> Purpose: Corporate advertising at athletic events hosted by EIU.	
12. Country Financial Services	30,000
Country Financial Services January 2, 2014 <i>Thomas Michael</i> Purpose: Corporate advertising at athletic events hosted by EIU.	

F. FY 2014 Income Producing Contracts (Cont.)

Other Income-Producing Grants and Contracts Valued at \$10,000 or More (Continued)

13. EIU Housing and Dining	20,000
EIU Housing and Dining May 28, 2014 <i>Thomas Michael</i>	
Purpose: Corporate Advertising	
14. Country Catering	36,067
Country Catering July 1, 2013 – June 30, 2014 <i>Thomas Michael</i>	
Purpose: Concession sales from athletic events hosted by EIU.	
15. Consolidated Communications	25,000
Consolidated Communications July 1, 2013 – June 30, 2014 <i>Thomas Michael</i>	
Purpose: Corporate advertising	
16. Consolidated Communications	60,000
Consolidated Communications July 1, 2013 – June 30, 2014 <i>Jack Neal</i>	
Purpose: Programming.	
17. AT&T	23,400
AT&T July 1, 2013 – June 30, 2014 <i>Jack Neal</i>	
Purpose: Rental of campus Radio/TV tower for cellular transmission.	
18. Cellular One	27,537
Cellular One July 1, 2013 – June 30, 2014 <i>Jack Neal</i>	
Purpose: Rental of campus Radio/TV tower for cellular transmission.	
19. Sprint	26,020
Sprint July 1, 2013 – June 30, 2014 <i>Jack Neal</i>	
Purpose: Rental of campus Radio/TV tower for cellular transmission.	
20. T-Mobile	24,976
T-Mobile July 1, 2013 – June 30, 2014 <i>Jack Neal</i>	
Purpose: Rental of campus Radio/TV tower for cellular transmission.	
21. US Cellular	23,911
US Cellular July 1, 2013 – June 30, 2014 <i>Jack Neal</i>	
Purpose: Rental of campus Radio/TV tower for cellular transmission.	
22. Verizon	27,642
Verizon July 1, 2013 – June 30, 2014 <i>Jack Neal</i>	
Purpose: Rental of campus Radio/TV tower for cellular transmission.	
23. B&B Distributing	14,987
B&B Distributing July 1, 2013 – June 30, 2014 <i>Mark Hudson</i>	
Purpose: To provide vending services to the students on campus.	
24. Subway	102,993
Subway July 1, 2013– June 30, 2014 <i>Mark Hudson</i>	
Purpose: To provide a service to the students on campus.	

F. FY 2014 Income Producing Contracts (Cont.)

Other Income-Producing Grants and Contracts Valued at \$10,000 or More (Continued)

25. First Mid-Illinois Bank Performance Review Training	10,584
First Mid-Illinois Bank July 1, 2013 – August 30, 2013 <i>Marko Grünhagen</i>	
Purpose: New Procedure Training	
26. Sarah Bush Lincoln Health Center Leadership Academy 19	14,548
Sarah Bush Lincoln Health Center Aug 14, 2013 – Dec 18, 2013 <i>Marko Grünhagen</i>	
Purpose: Provide Training entitled “Leadership Academy 19”	
27. First Mid-Illinois Bank & Trust	30,000
First Mid-Illinois Bank & Trust July 1, 2013 – June 30, 2014 <i>Kathy Reed</i>	
Purpose: To provide banking services to EIU students, faculty and staff.	
28. Pepsi Cola	309,000
Pepsi Cola July 1, 2013 – June 30, 2014 <i>William Perry, Thomas Michael Paul A. McCann Mark Hudson, Daniel Nadler</i>	
Purpose: To provide a service to the students on campus.	
29. The Collegiate Licensing Co.	41,767
The Collegiate Licensing Co. July 1, 2013 – June 30, 2014 <i>Steve Rich</i>	
Purpose: Royalties received from any licensed Eastern Illinois University items. Funds are used for scholarships and to administer EIU licensing.	

Contracts valued at less than \$10,000:

<u>Quarter</u>	<u>Values</u>
July – September	\$ 74,466
October – December	60,570
January – March	68,799
April – June	<u>44,425</u>
	\$ <u>248,260</u>

G. University Highlights

AROUND CAMPUS

EIU moves up in U.S. News & World Report's annual rankings. Eastern advanced in its placement *to No. 4 among the Midwest's top public regional universities*. Eastern *also* was *ranked 31 -- up from 36 in 2013 – among all Midwestern regional universities* offering a full range of undergraduate majors and master's programs. EIU is the highest ranking public university in Illinois on the list, released as part of the magazine's 2014 edition of "Best Colleges."

The region encompasses Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota and Wisconsin. Rankings are based on schools' academic reputations, student selectivity, graduation and retention rates, faculty resources and alumni giving.

Eastern was also recognized by the magazine as for its commitment to military veterans. The university *was listed as the No. 13 "Best College for Veterans" among Midwestern regional universities (public and private)*. EIU was the second highest ranked public university on the list. Schools listed in the U.S. News & World Report rankings were described as institutions that participate in federal initiatives helping veterans and active-duty service members apply for, pay for and complete their degree.

Eastern named a Lead Institution in Civic Engagement by national association. The university was selected to participate in a national initiative on civic learning and democratic engagement. EIU was named one of nearly 100 colleges and universities in the nation as a Lead Institution by NASPA – Student Affairs Administrators in Higher Education, the leading voice for the student affairs profession. As a participating institution, Eastern will continue to encourage students' civic development through thoughtful community partnerships, engaging leadership opportunities and democratic participation.

"Eastern Illinois University is pleased to have been selected for a second consecutive year to participate in NASPA's network of institutions dedicated to developing students' sense of civic identity as civic engagement is a core value of higher education," said Dan Nadler, vice president for student affairs. "Being recognized as a national leader in this field is a reflection of the quality of our current efforts and also our ongoing commitment to inspiring students to challenge themselves through leadership and service roles moving forward."

Eighth annual Panther Marching Band Festival held in October. Nearly 40 high school bands participated in this annual all-day event that is a field competition. Awards in each class in the areas of music, visual, general effect, percussion, guard and drum major are awarded, while Grand Champion and Spirit trophies are awarded for Small Class and Large Class divisions.

EIU's Panther Marching Band performed in exhibition twice during the event.

ALUMNI SPOTLIGHT

EIU alumni awards to be presented during Homecoming. Recipients of the EIU's Alumni Association's 2014 alumni awards were honored in conjunction with Homecoming activities. Distinguished Alumni Awards were presented to **Suzanne Barchers ('67) of Stanford, California; Chuck Bell ('67, '69) of Scottsdale, Arizona; Nancy Elwess ('76) of North Hero,**

G. University Highlights (Cont.)

Vermont; Michelle Hanlon ('93) of Acton, Massachusetts; and Mary Anne Hanner ('72, '74) of Oakland.

The Outstanding Young Alumnus Award recipient is **Kristofer Howard ('00) of Libertyville**. The Louis V. Hencken Alumni Service Award honoree is **Jerry Zachary ('61, '88) of Champaign**. The Distinguished Educator Award will be presented to **Eric Bright ('12) of Charleston**.

“We are honored to be able to recognize such an extraordinary group of alumni for their accomplishments and the varied ways in which they represent their alma mater,” said Bob Martin, vice president for university advancement. “Their successes reflect well on Eastern Illinois University and motivate current and future students to follow their own dreams.”

For biographies of current and past award winners, please see <http://www.eiu.edu/alumni/awards2014.php>.

International alumnus establishes link between EIU, Chinese university. While Eastern Illinois University has long appreciated the impact that dedicated alumni can have on potential students, few of those alumni actually operate their own EIU office. Zhibo Wang is the exception. Wang, who once came from China to study at EIU, now teaches in the Foreign Language Department at Linyi University, an institution that, like Eastern, began as a small teachers' college. Currently, the university, located in the Shandong Province, offers 62 different undergraduate degrees to more than 30,000 students.

Actually, “the idea of an EIU office in Linyi University was the idea of our dean, Professor Xie Nan,” Wang said. “I am the person who spends a lot of time in the EIU office. I translate the transcripts, teach (students) how to write personal statements and explain the differences in our two systems, as well as the costs of attending and the procedures for applying.

“The job market here does not seem very hopeful overall, and the graduate schools in China are so hard to get in,” he said. “It is a good idea to have an (EIU) office here in Linyi University because, right now, our university is very keen on sending students to foreign countries and we have to find places for them to go.”

More on this story can be found at <http://castle.eiu.edu/media/viewstory.php?action=999>.

Santana named Alumnus of the Year by EIU Journalism Department. Marco Santana, technology/startup reporter at the Des Moines Register, has been named Alumnus of the Year. A 2008 graduate, Santana was awarded for his many contributions to the department. “Marco has been a very loyal alum since he graduated from our program,” said John Ryan, chair of the Journalism Department's Outreach & Service Committee, which voted to honor Santana. “He has volunteered numerous times to assist the department in various activities, including speaking annually at the department's summer workshop, talking to classes, and speaking at college and high school press events the department sponsors.”

To be eligible for the award, a recipient must be a graduate of the journalism program with significant college media experience, have attained a positive reputation as a journalist and continued to support the Journalism Department after graduation.

Santana, a past editor of The Daily Eastern News, has worked at the Des Moines Register for the past three years. He will soon join the Orlando Sentinel as a technology reporter.

The state of North Carolina's highest civilian honor, the North Carolina Award, will be presented to six distinguished North Carolinians, including Robert A. Ingram of Durham for

G. University Highlights (Cont.)

Public Service, in November. The awards are administered by the N.C. Department of Cultural Resources.

"It is an honor to pay tribute to these remarkable individuals who have made North Carolina better by their extraordinary involvement in this state," said Susan Kluttz, secretary of the N. C. Department of Cultural Resources. "Each has enriched the lives of our citizens and propelled North Carolina onto the national and world stages."

Created by the General Assembly in 1961, the North Carolina Awards have been presented annually since 1964. The award recognizes significant contributions to the state and nation in the fields of fine arts, literature, public service and science.

FACULTY/STAFF NEWS

Astronomy 'hobbyist' designs, owns world's largest privately owned telescope. Robert E. Holmes Jr., an adjunct professor with Eastern's Department of Physics, recently completed the construction and installation of a 50-inch telescope, making him the proud owner of the largest privately owned telescope in the world. It is the fourth in a collection that also includes a 24-inch, a 30-inch and a 32-inch telescope – each of which has its own outbuilding near Holmes' Westfield home.

Holmes, who has been interested in astronomy since he was a boy, is the founder of the not-for-profit Astronomical Research Institute (ARI), allowing him to facilitate outreach to schools, colleges and students. He also monitors and reports the positions of asteroids and the occasional comet, including near-Earth objects (NEOs), to the Minor Planet Center in Cambridge, Massachusetts. "(Bob's) observatory is responsible for more NEO data than anyplace else in the world," said Steve Daniels, chair of the physics department. "From his observatory in Westfield, Bob Holmes stands guard over our world."

See <http://castle.eiu.edu/media/viewstory.php?action=1006> for the complete story.

EIU professor named president on international franchising board. The International Society of Franchising named Marko Grünhagen (marketing) as its president after more than 10 years of continuous membership in the organization, which focuses on the promotion of franchising through research. The group is an international organization with members from more than 25 countries represented including Australia, Austria, Belgium, Canada, China, Cyprus, Czech Republic, Egypt, Finland, France, Germany, Greece, Hungary, Indonesia, Korea, the Netherlands, New Zealand, Norway, Poland, Slovenia, South Africa, Spain, Taiwan, the United Kingdom and the United States.

FOCUS ON ATHLETICS

Sabina Oroszova tabbed preseason OVC Player of the Year. Senior women's basketball forward Sabina Oroszova has been named the Ohio Valley Conference preseason Women's Basketball Player of the Year by the OVC media writers while being named a first team All-OVC preseason selection by the OVC coaches. The EIU women were picked to finish eighth as a team in the OVC preseason poll as the league goes away from division in women's basketball. The EIU men were picked to finish fifth in the OVC West Division in the preseason poll.

G. University Highlights (Cont.)

EIU basketball on national television. Eastern Illinois men's basketball will have one home game televised nationally this season when the Panthers host Murray State on Thursday, Jan. 22. The game will be broadcast nationally on the CBS Sports Network. In addition, EIU will have two games broadcast regionally in the OVC footprint on the American Sports Network, operated by Sinclair Broadcast Company. The two games selected are EIU home games on Feb. 19 against UT Martin and Feb. 22 against Southeast Missouri.

EIU baseball alums return. Eastern Illinois baseball had its annual reunion in early October with several players returning to campus for a weekend of golf and alumni baseball. Featured among the group of returning players were former pitcher Marty Pattin and catcher Gene Vidoni.

H. Other Matters

I. Public Comment