

Carnegie Mellon

March 2014

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Robert Miller
2733 Beechwood Blvd
Pittsburgh, PA 15217-2705

Compared to
poets &
musicians!

Dear Robert Miller,

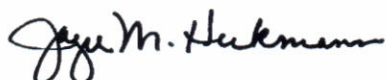
I am pleased to inform you that you are currently eligible to participate in the Carnegie Mellon University Deferred Compensation Plan (the "457(b) Plan"). Participation in the 457(b) Plan is limited to a select group of management and/or highly compensated individuals who meet specific criteria.

The 457(b) Plan is an unfunded nonqualified deferred compensation plan established under Section 457(b) of the Internal Revenue Code, which will allow you to defer a portion of your salary before federal taxes are assessed. As an eligible employee, once enrolled, you may defer a certain amount of your compensation under the 457(b) Plan, in addition to that which you may defer to your 403(b) Supplemental Retirement Account under the CMU Tax Deferred Annuities Plan. Please note that, unlike a 403(b) plan or qualified retirement plan, the 457(b) Plan is unfunded and unsecured. All amounts deferred under the 457(b) Plan, and earnings thereon, will, until distributed, remain assets of the University, subject to the claims of its general creditors. Participation in the 457(b) Plan is completely optional.

The enclosed packet contains a Participation Agreement, TIAA-CREF enrollment materials and other information about the 457(b) Plan. If you are interested in participating in the 457(b) Plan, please complete the enclosed Participation Agreement and enrollment forms and return them to Jessica Baker at Human Resources, Retirement Benefits, 5000 Forbes Avenue, Pittsburgh, PA, 15213. Completed forms must be received prior to the start of the month in which you would like deferrals to commence. Also, please note that deferrals will be made in accordance with your selections in the Participation Agreement until you file a new Participation Agreement or are no longer eligible to make deferrals to the 457(b) Plan. A copy of the plan is available upon request.

If you would like additional information, consultants from TIAA-CREF are available to review the 457(b) Plan features, benefits and requirements. To schedule a meeting with a TIAA-CREF consultant, please contact the TIAA-CREF Pittsburgh Office at 412-365-3000, or toll-free at 1-877-209-3136.

Sincerely,



Joyce Heckmann
AVP, Benefits and Compensation

Please leave!
soon