HOWARD
UNIVERSITY

Office of Human Resources

ANNUAL FUNDING NOTICE (10/28/2013)

Sponsors of qualified pension plans, such as the **Howard University Employees' Retirement Plan**, are required each year to provide plan participants with certain information about the funded status of their plan. The attached ***"Annual Funding Notice for the Howard University Employees' Retirement Plan"*** meets this annual requirement. This cover memo should help you better understand the Funding Notice.

This Notice is *not* a notice of any intention on the company's part to change in any way the terms of the **Howard University Employees' Retirement Plan** or to terminate the plan. There will be no impact on your accrued benefits:

- The benefits you have already earned under the ***Howard University Employees' Retirement Plan*** have not changed.
- If you are a retiree or beneficiary and are currently receiving benefits from the Plan, your rights to those benefits have not changed.

Understanding the Annual Funding Notice

A pension plan is designed to provide plan participants with a benefit at retirement based on the plan's formula. In order to ensure sufficient funds exist to pay for these future retirement benefits, Howard University makes contributions to a trust fund and that money is set aside for plan benefits and invested based on the plan's investment policy. The timing of contributions is determined by federal guidelines and based on how much is in the trust (assets) and future obligations for benefits (liabilities). The Plan's investment and funding policies are outlined in the attached Notice.

The asset and liability measures used to determine the company's annual contribution to the Plan for 2010, 2011 and 2012 are summarized in the *"Funding Target Attainment Percentage"* section on page 1 of the Notice. These values are as of July 1 of the respective year.

As you can see, our Plan was 96.07% funded as of July 1, 2012. However, since most retirement obligations are for payments that will occur many years from now, we have time to make up this deficit through both contributions and future investment returns.

On page 2 of the Notice, the *"Year-End Assets and Liabilities"* section discloses the Plan's assets and liabilities as of June 30, 2013. These values are calculated differently than those used to determine the Funding Target Attainment Percentages shown on page 1.

Our Commitment to Your Howard University Employees' Retirement Plan Benefits

These values do not affect the amount of your pension benefit earned under the Plan. We want to assure you that we have every intention of continuing to fund our Plan as required by law.

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ANNUAL FUNDING NOTICE
For
Howard University Employees' Retirement Plan

Introduction

This notice includes important information about the funding status of your pension plan ("the Plan") and general information about the benefit payments guaranteed by the Pension Benefit Guaranty Corporation ("PBGC"), a federal insurance agency. All traditional pension plans (called "defined benefit pension plans") must provide this notice every year regardless of their funding status. This notice does not mean that the Plan is terminating. It is provided for informational purposes and you are not required to respond in any way. This notice is for the plan year beginning July 1, 2012 and ending June 30, 2013 ("Plan Year").

How Well Funded Is Your Plan

Under federal law, the plan must report how well it is funded by using a measure called the "Funding Target Attainment Percentage." This percentage is obtained by dividing the Plan's Net Plan Assets by Plan Liabilities on the Valuation Date for the plan year. In general, the higher the percentage, the better funded the plan. Your Plan's Funding Target Attainment Percentage for the Plan Year and each of the two preceding plan years is shown in the chart below, along with a statement of the value of the Plan's assets and liabilities for the same period.

Funding Target Attainment Percentage			
	2012	**2011**	**2010**
1. Valuation Date	July 1, 2012	July 1, 2011	July 1, 2010
2. Plan Assets			
a. Total Plan Assets	473,436,964	438,660,537	431,369,665
b. Funding Standard Carryover Balance	187,913	4,187,894	34,706,638
c. Prefunding Balance	139,420	0	0
d. Net Plan Assets (a) – (b) – (c) = (d)	473,109,631	434,472,643	396,663,027
3. Plan Liabilities	492,460,909	543,090,803	495,828,783
Total Plan Assets Divided by Plan Liabilities (2a)/(3)	**96.13%**	**80.77%**	**86.99%**
Funding Target Attainment Percentage (2d)/(3)	**96.07%**	**80.00%**	**80.00%**

Plan Assets and Credit Balances

Total Plan Assets is the value of the Plan's assets on the Valuation Date (see line 2a in the Funding Target Attainment Percentage chart). Credit balances were subtracted from Total Plan Assets to determine Net Plan Assets (line 2d) used in the calculation of the Funding Target Attainment Percentage shown in the Funding Target Attainment Percentage chart. While pension plans are permitted to maintain credit balances (also called "Funding Standard Carryover Balances" or "Prefunding Balances" see 2b & c in the Funding Target Attainment Percentage chart) for funding purposes, they may not be taken into account when calculating a plan's Funding Target Attainment Percentage. A plan might have a credit balance, for example, if in a prior year an employer made contributions to the plan above the minimum level required by law. Generally, the excess contributions are counted as "credits" and may be applied in future years toward the minimum level of contributions a plan sponsor is required to make by law.

Plan Liabilities

Plan Liabilities shown in line 3 of the Funding Target Attainment Percentage chart are the liabilities used to determine the Plan's Funding Target Attainment Percentage. This figure is an estimate of the amount of assets the Plan needs on the Valuation Date to pay for promised benefits under the plan.

Year-End Assets and Liabilities

The asset values in the Funding Target Attainment Percentage chart are measured as of the first day of the Plan Year and are actuarial values. Because market values can fluctuate daily based on factors in the marketplace, such as changes in the stock market, pension law allows plans to use actuarial values that are designed to smooth out those fluctuations for funding purposes. The asset values below are market values and are measured as of the last day of the plan year. Market values tend to show a clearer picture of a plan's funded status as of a given point in time. As of June 30, 2013, the fair market value of the Plan's assets was $489,957,849. On this same date, the Plan's liabilities were $631,378,128.

Participant Information

The total number of participants in the Plan as of the Plan's Valuation Date was 9,788. Of this number, 3,368 were active participants, 2,880 were retired or separated from service and receiving benefits, and 3,540 were retired or separated from service and entitled to future benefits.

Funding and Investment Policies

Every pension plan must have a procedure for establishing a funding policy to carry out plan objectives. A funding policy relates to the level of assets needed to pay for promised benefits. The funding policy of the Plan is to contribute at least the minimum required contribution under ERISA and the Pension Protection Act. .

Once money is contributed to the Plan, the money is invested by plan officials, called fiduciaries, who make specific investments in accordance with the Plan's investment policy. Generally speaking, an investment policy is a written statement that provides the fiduciaries who are responsible for plan investments with guidelines or general instructions concerning investment management decisions. The investment policy of the Plan is to insure a total return (income plus capital appreciation) necessary to preserve and enhance in real dollar terms, the Trust's ability to pay present and future benefit payment obligations. The asset allocation strategy is designed to ensure the long-term financial health of the plan and is based on long-term return and volatility expectations. Fixed income and equity portions of the investment portfolio shall be diversified in order to provide reasonable assurance that a single security (investment) or class of securities (investments) will not have disproportionate or significant impact on the total portfolio..

Under the Plan's investment policy, the Plan's assets were allocated among the following categories of investments as of the end of the Plan Year. These allocations are percentages of total assets:

Asset Allocations	Percentage
1. Cash (interest bearing and non-interest bearing)	1.12%
2. Government securities	10.80%
3. Corporate debt instruments (other than employer securities):	
a. Preferred	0.14%
b. All other	0.30%
4. Corporate stocks (other than employer securities):	
a. Preferred	0.00%
b. Common	9.44%
5. Partnership/joint venture interests	24.55%
6. Real estate (other than employer real property)	1.79%
7. Loans (other than to participants)	0.00%
8. Participant loans	0.00%
9. Value of interest in common/collective trusts	9.86%
10. Value of interest in pooled separate accounts	0.00%
11. Value of interest in master trust investment accounts	0.00%
12. Value of interest in 103-12 investment entities	0.00%
13. Value of interest in registered investment companies (e.g., mutual funds)	42.05%
14. Value of funds held in insurance co. general account (unallocated contracts)	0.00%
15. Employer-related investments:	
a. Employer securities	0.00%
b. Employer real property	0.00%
16. Buildings and other property used in plan operation	0.00%
17. Other	-0.05%

Right to Request a Copy of the Annual Report

A pension plan is required to file with the US Department of Labor an annual report called the Form 5500 that contains financial and other information about the plan. Copies of the annual report are available from the US Department of Labor, Employee Benefits Security Administration's Public Disclosure Room at 200 Constitution Avenue, NW, Room N-1513, Washington, DC 20210, or by calling 202.693.8673. For 2009 and subsequent plan years, you may obtain an electronic copy of the Plan's annual report by going to www.efast.dol.gov and using the Form 5500 search function. Or you may obtain a copy of the Plan's annual report by making a written request to the Plan Administrator. Individual information, such as the amount of your accrued benefit under the Plan, is not contained in the annual report. If you are seeking information regarding your benefits under the Plan, contact the Plan Administrator identified below under "Where to Get More Information."

Summary of Rules Governing Termination of Single-Employer Plans

If a plan is terminated, there are specific termination rules that must be followed under federal law. A summary of these rules follows.

There are two ways an employer can terminate its pension plan. First, the employer can end the plan in a "standard termination" but only after showing the PBGC that the plan has enough money to pay all benefits owed to participants. Under a standard termination, the plan must either purchase an annuity from an insurance company (which will provide you with periodic retirement benefits, such as monthly, for life or for a set period of time when you retire) or, if your plan allows, issue one lump-sum payment that covers your entire benefit. Your Plan Administrator must give you advance notice that identifies the insurance company (or companies) that your employer may select to provide the annuity. The PBGC's guarantee ends when your employer purchases your annuity or gives you the lump-sum payment.

Second, if the plan is not fully-funded, the employer may apply for a distress termination. To do so, however, the employer must be in financial distress and prove to a bankruptcy court or to the PBGC that the employer cannot remain in business unless the plan is terminated. If the application is granted, the PBGC will take over the plan as trustee and pay plan benefits, up to the legal limits, using plan assets and PBGC guarantee funds.

Under certain circumstances, the PBGC may take action on its own to end a pension plan. Most terminations initiated by the PBGC occur when the PBGC determines that plan termination is needed to protect the interests of plan participants or of the PBGC insurance program. The PBGC can do so if, for example, a plan does not have enough money to pay benefits currently due.

Benefit Payments Guaranteed by the PBGC

When the PBGC takes over a plan, it pays pension benefits through its insurance program. Only benefits that you have earned a right to receive and that cannot be forfeited (called vested benefits) are guaranteed. Most participants and beneficiaries receive all of the pension benefits they would have received under their plan, but some people may lose certain benefits that are not guaranteed.

The amount of benefits that the PBGC guarantees is determined as of the plan termination date. However, if a plan terminates during a plan sponsor's bankruptcy and the bankruptcy proceeding began on or after September 16, 2006, then the amount guaranteed is determined as of the date the sponsor entered bankruptcy.

The PBGC maximum benefit guarantee is set by law and is updated each calendar year. For a plan with a termination date or sponsor bankruptcy date, as applicable in 2013, the maximum guarantee is $4,789.77 per month, or $57,477.24 per year, for a benefit paid to a 65-year-old retiree with no survivor benefit. If a plan terminates during a plan sponsor's bankruptcy, and the bankruptcy proceeding began on or after September 16, 2006, the maximum guarantee is fixed as of the calendar year in which the sponsor entered bankruptcy. The maximum guarantee is lower for an individual who begins receiving benefits from the PBGC before age 65; the maximum guarantee by age can be found on the PBGC's website, www.pbgc.gov. The guaranteed amount is also reduced if a benefit will be provided to a survivor of the plan participant.

The PBGC guarantees "basic benefits" earned before a plan is terminated, which includes:

- pension benefits at normal retirement age;
- most early retirement benefits;
- annuity benefits for survivors of plan participants; and
- disability benefits for a disability that occurred before the date the plan terminated or the date the sponsor entered bankruptcy, as applicable.

The PBGC does not guarantee certain types of benefits:

- The PBGC does not guarantee benefits for which you do not have a vested right, usually because you have not worked enough years for the company.
- The PBGC does not guarantee benefits for which you have not met all age, service, or other requirements.
- Benefit increases and new benefits that have been in place for less than one year are not guaranteed. Those that have been in place for less than five years are only partly guaranteed.
- Early retirement payments that are greater than payments at normal retirement age may not be guaranteed. For example, a supplemental benefit that stops when you become eligible for Social Security may not be guaranteed.
- Benefits other than pension benefits, such as health insurance, life insurance, death benefits, vacation pay, or severance pay, are not guaranteed.
- The PBGC generally does not pay lump sums exceeding $5,000.

In some circumstances, participants and beneficiaries still may receive some benefits that are not guaranteed. This depends on how much money the terminated plan has and how much the PBGC recovers from employers for plan underfunding.

Where to Get More Information

For more information about this notice, you may contact the Plan Administrator for the Howard University Employees' Retirement Plan at 202.806.1280, 2244 Tenth Street, NW, Suite 422, Washington, DC 20059. For identification purposes, the official plan number is 001 and the Plan Sponsor's name and employer identification number or "EIN" is Howard University 53-0204707. For more information about the PBGC, go to the PBGC's website, www.pbgc.gov.

MAP-21 SUPPLEMENT TO ANNUAL FUNDING NOTICE

OF *Howard University Employees' Retirement Plan* (Plan) for
plan year beginning July 1, 2012 and ending June 30, 2013 (Plan Year)

This is a temporary supplement to your annual funding notice. It is required by a new federal law named Moving Ahead for Progress in the 21st Century Act (MAP-21). MAP-21 changed how pension plans calculate their liabilities. The purpose of this supplement is to show you the effect of these changes. Prior to MAP-21, pension plans determined their liabilities using a two-year average of interest rates. Now pension plans also must take into account a 25-year average of interest rates. This means that MAP-21 interest rates likely will be higher and plan liabilities lower than they were under prior law. As a result, your employer may contribute less money to the plan at a time when market interest rates are at or near historical lows.

The "MAP-21 Information Table" shows how the MAP-21 interest rates affect the Plan's: (1) Funding Target Attainment Percentage, (2) Funding Shortfall, and (3) Minimum Required Contribution. The funding target attainment percentage of a plan is a measure of how well the plan is funded on a particular date. The funding shortfall of a plan is the amount by which liabilities exceed net plan assets. The minimum required contribution is the amount of money an employer is required by law to contribute to a plan in a given year. The following table shows this information determined with and without the MAP-21 rates to illustrate the effect of MAP-21. The information is provided for the Plan Year and for each of the two preceding plan years, if applicable.

MAP-21 INFORMATION TABLE						
	2012		**2011**		**2010**	
	With MAP-21 Interest Rates	**Without MAP-21 Interest Rates**	**With MAP-21 Interest Rates**	**Without MAP-21 Interest Rates**	**With MAP-21 Interest Rates**	**Without MAP-21 Interest Rates**
Funding Target Attainment Percentage	96.07%	80.59%	N/A	80.00%	N/A	80.00%
Funding Shortfall	$19,351,278	$113,902,699	N/A	$108,618,160	N/A	99,165,756
Minimum Required Contribution	$9,731,258	$24,487,524	N/A	$22,045,287	N/A	$15,889,988