Navajo Technical University 401(k) Profit Sharing Plan
Annual Safe Harbor Notice
for the Plan Year beginning June 1, 2024

To: All Eligible Employees
From: Navajo Technical University
Date: April 16, 2024

Navajo Technical University ("the Employer") is sponsoring a retirement plan for Eligible Employees, to help you save for your retirement. The Navajo Technical University 401(k) Profit Sharing Plan ("the Plan") is a Safe Harbor 401(k) Plan and allows you to save a portion of your eligible pay in the Plan. As a "Safe Harbor" Plan, Navajo Technical University must include a mandatory contribution to satisfy certain nondiscrimination requirements under the Internal Revenue Code.

This Notice contains important information about the Safe Harbor Plan for the Plan Year beginning on June 1, 2024. The IRS requires us to give this Notice to each Eligible Employee 30 days before the beginning of the Plan Year and provide you with an opportunity to immediately make or change your contributions to the Plan. Please review this Notice carefully and consider the following information as you make or review your decision to save in the Plan.

Contribution Limits 2024

401(k) Elective Deferrals - $23,000
Catch-Up (for 50 and older) - $7,500

How do I make salary deferral contributions to the Plan?

Once you have met the eligibility requirements, you may elect to save on a pre-tax basis or after-tax (Roth) basis, up to the maximum amount permitted by the Plan.

To begin saving, you must complete your on-line enrollment by going to **www.nationwide.com/REALtirement** and set up your account or if you already have an account set up, also go to **www.nationwide.com/REALtirement** to change your deferral election amounts if you wish. By completing this, you agree to have salary deferral contributions deducted from your pay and deposited in the Plan. Your 41(k) Plan number is #19412.

You may designate all or a portion of your contributions as Roth Deferrals.

To learn more about salary deferral contributions, review the "Contributions" section of the Plan's Summary Plan Description (SPD).

How can I change what I am contributing to the Plan?

You have the right to make or change your deferral election on the first day of the plan quarter.

In addition, during this annual notice period, you have up to 30 days from the date of this Notice to make or change your saving decision by completing a deferral election form.

To learn more about this topic, review the "Participation" section of the Plan's SPD.

What is my Employer's safe harbor contribution?

Your Employer will make an ADP Safe Harbor Non-Elective Contribution equal to 3% of your eligible pay. You are not required to make any salary deferrals to receive this contribution. This ADP safe harbor contribution is allocated to your account each payroll period.

When will I be eligible for my Employer's safe harbor contribution?

Once you have met the Plan's eligibility requirements, you are eligible for this contribution. For more information on this topic, you can review the "Participation" and "Contributions" sections of the Plan's SPD.

Will I be eligible for any other Employer contributions?

In addition to the safe harbor contribution, you and your Employer may be permitted to make other types of contributions to the Plan. The Plan's SPD describes any other contributions that can be made to the Plan, along with any eligibility and vesting requirements for those contributions.

What pay will be used to determine my safe harbor contribution?

The Employer's safe harbor contribution is based on your eligible pay or compensation. Compensation means your total wages reported on Form W-2. Your compensation will not include commissions, bonuses, stipends and adjunct compensation or continuation pay you receive while disabled. If you enter the Plan on a day other than the first day of the Plan Year, the Plan will consider your compensation back to the beginning of the Plan Year regardless of when you entered.

When will my account be vested and available to me?

Vesting means ownership. When you are 100% vested in the Plan, the contributions (together with any investment gains or losses) will always belong to you, and you will not lose them when you are no longer employed.

You will always be 100% vested in your salary deferrals and your ADP safe harbor contributions along with any earnings on these amounts.

In addition, you will become vested in your other Employer contributions based on the following schedule:

Employer's Non-Elective Account:

Years of Vesting Service	Percent Vested
Less than 1	0%
1 but less than 2	0%
2 but less than 3	33%
3 but less than 4	67%
4 or more	100%

Other Employer Matching Accounts:

Years of Vesting Service	Percent Vested
Less than 1	0%
1 but less than 2	0%
2 but less than 3	33%
3 but less than 4	67%
4 or more	100%

For more information on this topic, you can review the "Vesting" section of the Plan's SPD.

When can I take my contributions out of the Plan?

The primary purpose of the Plan is to provide you with retirement benefits. Generally, you may only withdraw your vested money after you are no longer employed or if early withdrawals are allowed under the Plan. You will be required to pay any federal or state income taxes that apply to your distribution. In addition, you may be required to pay an extra 10% penalty tax if you take a distribution before you reach age 59-1/2.

You can request a distribution while you are still employed when you meet the requirements listed below.

You can request an in-service distribution from all contribution sources when you reach age 59 1/2.

You can request a hardship distribution from your pre-tax salary deferrals (plus earnings) or Roth salary deferrals (plus earnings). Please see your SPD for further information on the requirements to take a hardship distribution.

You can also take a distribution when you stop working for the Employer sponsoring the Plan. See your SPD for information on how long you have to wait after termination of employment before your account balance would be distributed.

Your beneficiary will receive any vested amounts remaining in your account when you die.

You can learn more about when you may take money from the Plan in the "Distribution" section of the Plan's SPD. You can also learn more about the extra 10% penalty tax in IRS Publication 575, Pension and Annuity Income.

Can my Employer Reduce or Suspend my Safe Harbor Contribution?

Your Employer is reserving the right to amend the Plan during the Plan Year to which this Notice relates to reduce or suspend the Safe Harbor Non-Elective Contribution or the Safe Harbor Matching Contribution. Prior to any such amendment becoming effective, you will be given a supplemental notice 30 days before its effective date.

Where can I find more information about the Plan?

To learn more about the Plan, you may request a copy of the Plan's SPD or other Plan documents, contact Wanda Cooke, Brenda Tom or Geraldine Gamble, the Plan Administrators at:

Navajo Technical University
PO Box 849
Crownpoint, NM 87313-0849
(505) 387-7368, (505) 387-7367, (505) 387-7376
Wanda Cooke, Brenda Tom, Geraldine Gamble
wcooke@navajotech.edu; btom@navajotech.edu; ggamble@navajotech.edu

You may also contact the Plan's 401(k) Third Party Administrator, Legacy Benefit Services at:

Legacy Benefit Services
(303) 996-6090
Paul Levett – paul@lbsretire.com
Shawn Traudt – shawn@lbsretire.com
Theresa Gargan – theresa@lbsretire.com
Leslie Levett – leslie@lbsretire.com

NAVAJO TECHNICAL UNIVERSITY
GERALDINE GAMBLE
PO BOX 849
CROWN POINT, NM 87313

NAVAJO TECHNICAL UNIVERSITY 401(K) PROFIT SHARING PLAN
Notice Regarding
Qualified Default Investment Alternative

Information on the Qualified Default Investment

When an employee satisfies the eligibility requirements of the NAVAJO TECHNICAL UNIVERSITY 401(K) PROFIT SHARING PLAN ("Plan"), he or she is entitled to participate in the Plan. Under the Plan, employees direct their own Plan investments. This notice gives you important investment information related to your account under the NAVAJO TECHNICAL UNIVERSITY 401(K) PROFIT SHARING PLAN ("Plan"). You should read this notice very carefully to understand how your Plan account assets will be invested if you do not make an investment election. You can find out more about the Plan in the Plan's Summary Plan Description (SPD) and any Summary of Material Modifications (SMM).

The Plan offers participants and beneficiaries, if applicable, the opportunity to invest in a broad range of investment alternatives, sufficient to permit investment in a diversified portfolio. You have the right to choose from among these alternatives. To secure information about these options:

See GERALDINE GAMBLE
Go to nationwide.com/REALtirement

If you do not actually make an investment election, the Plan provides for your contributions and other money in your Plan Account to be invested in what is known as a "Qualified Default Investment Alternative".

You and/or your beneficiaries have the right to direct investments out of the Qualified Default Investment Alternative as often as you can for other Plan investments (but no less frequently then quarterly). NAVAJO TECHNICAL UNIVERSITY's Plan permits you to change your investment direction. If you choose to select a different fund within the first 90 days after your first contribution is deposited into the QDIA fund no fees will be charged solely by the reason of the change (other fees may still apply). Any normal transfer fees will apply if you elect to make a change after the 90-day period has passed.

You can learn more about your Plan and investments as well as any fees, expenses or restrictions by visiting your plan' s Employee Benefit Network at https://www.sponsorportal.com/gen-app/index.html?custno=1ab60e79-6829-4204-9912-3ae5512003e4&plan=19412 At this site you will be able to access your enrollment book, fund performance information, fund prospectuses, Plan forms and Plan Notices associated with your plan.

Additional information about the Qualified Default Investment Alternative (as of) is provided in the following section.

The Qualified Default Investment Alternative

The Qualified Default Investment Alternative is an age-based fund. This investment seeks varying degrees of long-term appreciation and capital preservation through a mix of equity and fixed-income investments available through the Plan. Allocations, which will change over time, are based on your age and generally become more conservative (i.e., decreasing risk of losses) with increasing age.

Investment Name	Retirement Date Range

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American Century Ret Readiness 2025 Fund (I)	01/01/2023 - 12/31/2027
American Century Ret Readiness 2030 Fund (I)	01/01/2028 - 12/31/2032
American Century Ret Readiness 2035 Fund (I)	01/01/2033 - 12/31/2037
American Century Ret Readiness 2040 Fund (I)	01/01/2038 - 12/31/2042
American Century Ret Readiness 2045 Fund (I)	01/01/2043 - 12/31/2047
American Century Ret Readiness 2050 Fund (I)	01/01/2048 - 12/31/2052
American Century Ret Readiness 2055 Fund (I)	01/01/2053 - 12/31/2057
American Century Ret Readiness 2060 Fund (1)	01/01/2058 - 12/31/2062
American Century Ret Readiness 2065 Fund (1)	01/01/2063 - 12/31/2099
American Century Ret Readiness InRet Fund (I)	01/01/1901 - 12/31/2022

Primary Risks

The qualified default investment is subject to several stock and bond market risks, any of which could cause an investor to lose money. However, because bonds and short-term investments usually are less volatile than stocks, and because a significant portion of the qualified default investment' s assets may be in bonds and short-term investments, the overall level of risk should be low to moderate. Where assets are substantially allocated to bonds and money market instruments, an investment is primarily subject to the following risks: (1) interest rate risk, which is the chance that bond prices overall will decline because of rising interest rates; (2) income risk, which is the chance that an underlying fund' s income will decline because of falling interest rates; (3) credit risk, which is the chance that the issuer of a security will fail to pay interest and principal in a timely manner, or that negative perceptions of the issuer' s ability to make such payments will cause the price of that security to decline, thus reducing the underlying fund' s return; and (4) call risk, which is the chance that during periods of falling interest rates, issuers of callable bonds may call (buy back) securities with higher interest rates before their maturity dates. The fund would then lose potential price increases and would be forced to reinvest the unanticipated proceeds at lower interest rates, resulting in a decline in the fund' s income. For mortgage-backed securities, this risk is known as prepayment risk.

Because a significant portion of the qualified default investment' s assets is allocated to equity funds, the default investment is also subject to stock market risk, which is the chance that stock prices overall will decline. Stock markets tend to move in cycles, with periods of rising prices and periods of falling prices. The default investment may also be subject to the following risks associated with investments in foreign stocks: (1) currency risk, which is the chance that the value of a foreign investment, measured in U.S. dollars, will decrease because of unfavorable changes in currency exchange rates; (2) country risk, which is the chance that domestic events — such as political upheaval, financial troubles, or natural disasters — will weaken a country' s securities markets; and (3) regional risk, which is the chance that an entire region — for example, the European or Pacific region — will be hurt by political upheaval, financial troubles, or natural disasters. The default investment is also subject to manager risk, which is the chance that poor investment selection will causeone or more of the underlying funds — and, thus, the investment itself — to underperform relevant measures of market performance or other investments with a similar investment objective.

The qualified default investment is also subject to asset allocation risk, which is the chance that the selection of underlying investments and the allocation of assets to those investments will cause the investment to underperform other funds with a similar investment objective.

Additional information about fees and expenses may be found in the default fund' s prospectus. You can secure a prospectus by going to the web site specified above or by contacting your Nationwide Solution Center at 800-772-2182.

Please contact your employer for any questions regarding your Plan' s investment alternatives. A complete explanation of the Plan features can be found in the Summary Plan Description. The Plan administrator can provide you with a copy of the Summary Plan Description and answer any questions you have regarding your rights or obligations under the Plan.