DICKINSON COLLEGE DEFINED CONTRIBUTION RETIREMENT PLAN

Summary of
Plan Services and Costs

This summary provides important information to assist you in making decisions related to your participation in the DICKINSON COLLEGE DEFINED CONTRIBUTION RETIREMENT PLAN**.** Your participation in the plan is the first step to ensuring adequate retirement income. Although no action is required at this time, please review this information and refer to it when managing your account.

Your plan allows you to direct how contributions are invested. When making investment decisions, you should keep in mind how long you have until retirement, your tolerance for risk, how this retirement plan fits into your overall financial goals, and the impact of fees. Your plan offers a range of investment options available from the following service providers:

- TIAA-CREF
- Fidelity

TIAA-CREF

Right to Direct Investments

You may specify how your future contributions to the plan are directed or make changes to existing investments in your plan as described in the Summary Plan Document. These changes can be made:

1. Online by visiting tiaa-cref.org
2. By phone at 800 842-2252 available Monday – Friday 8 am to 10 pm and Saturday, 9 am to 6 pm (ET).

Restrictions

Changes to how future contributions are directed take place on the payroll period following the receipt. Changes to existing investments usually take place at the close of the business day if a change is requested prior to 4:00 PM ET. Refer to the Investment Options Comparative Chart for investment specific restrictions.

Additional Rights and Privileges

Certain investments that you may hold may give you the opportunity to vote on proposals or exchange your investments. If and when such opportunities arise, you will receive a notice with the instructions on how to take advantage of what is being offered.

Your Statement of Plan Services and Costs

Investment Options

A variety of investment options are available for your use in the plan. These investments were carefully selected and are monitored on a regular basis. A current list of investment options and detailed descriptions of each one is available online at www.tiaa-cref.org/planinvestmentoptions, enter your plan ID, , and you'll be directed to plan and investment information. The investment options available as of the date of this summary include:

- CREF Bond Market Account
- CREF Equity Index Account
- CREF Global Equities Account
- CREF Growth Account
- CREF Inflation-Linked Bond Account
- CREF Money Market Account
- CREF Social Choice Account
- CREF Stock Account
- TIAA Real Estate Account
- TIAA Traditional Annuity
- TIAA-CREF Bond Fund Retirement
- TIAA-CREF Bond Plus Fund Retirement
- TIAA-CREF Equity Index Fund Retirement
- TIAA-CREF Growth & Income Fund Retirement
- TIAA-CREF High-Yield Fund Retirement
- TIAA-CREF Inflation-Linked Bond Fund Retirement
- TIAA-CREF International Equity Fund Retirement
- TIAA-CREF International Equity Index Fund Retirement
- TIAA-CREF Large-Cap Growth Fund Retirement
- TIAA-CREF Large-Cap Growth Index Fund Retirement
- TIAA-CREF Large-Cap Value Fund Retirement
- TIAA-CREF Large-Cap Value Index Fund Retirement
- TIAA-CREF Lifecycle 2010 Fund Retirement
- TIAA-CREF Lifecycle 2015 Fund Retirement
- TIAA-CREF Lifecycle 2020 Fund Retirement
- TIAA-CREF Lifecycle 2025 Fund Retirement
- TIAA-CREF Lifecycle 2030 Fund Retirement
- TIAA-CREF Lifecycle 2035 Fund Retirement
- TIAA-CREF Lifecycle 2040 Fund Retirement
- TIAA-CREF Lifecycle 2045 Fund Retirement
- TIAA-CREF Lifecycle 2050 Fund Retirement
- TIAA-CREF Lifecycle 2055 Fund Retirement
- TIAA-CREF Lifecycle Retirement Income Fund Retirement
- TIAA-CREF Mid-Cap Growth Fund Retirement
- TIAA-CREF Mid-Cap Value Fund Retirement
- TIAA-CREF Money Market Fund Retirement
- TIAA-CREF Real Estate Securities Fund Retirement
- TIAA-CREF S&P 500 Index Fund Retirement
- TIAA-CREF Short-Term Bond Fund Retirement
- TIAA-CREF Small-Cap Blend Index Fund Retirement

- TIAA-CREF Small-Cap Equity Fund Retirement
- TIAA-CREF Social Choice Equity Fund Retirement

Cost of Plan Services

There are three categories of services provided to your plan:

1. **General Administrative Services**. These are required to operate the plan as a whole and you share in the cost of these services.

2. **Specific Investment Services**. These are associated with each plan investment offered within your plan. You pay the cost associated with only those investments that you actually use.

3. **Personalized Services**. These are services that you specifically request and you pay for directly if and when you use them.

General Administrative Services

General administrative services consist of recordkeeping, regulatory compliance and other required services. These costs are allocated to each participant in a uniform way.

Your plan has no administrative expenses paid to TIAA-CREF.

Specific Investment Services

Each investment offered within the plan charges a fee for managing the investment and for associated services. This is referred to as the expense ratio and is paid by all participants in that investment in proportion to the amount of their investment. The specific expense ratio for each plan designated investment is available online at www.tiaa-cref.org/planinvestmentoptions**,** enter your plan ID, , and you'll be directed to plan and investment information.

Personalized Services

Personalized services provide access to a number of plan features and investments that you pay for, only if you use them. The personalized services used most often are:

• Qualified domestic relations orders	No Charge
• Sales charge for certain investments	None
• Purchase, Withdrawal, and Redemption fees for certain investments	Varies see prospectus

A prospectus for each TIAA-CREF investment offered within the plan is available online at www.tiaa-cref.org/planinvestmentoptions**,** enter your plan ID, , and you'll be directed to plan and investment information.

Mutual funds are offered through your plan sponsor's retirement plan. Funds are offered at that day's net asset value (NAV), and the performance is displayed accordingly. Performance at NAV does not reflect sales charges, which are waived through your pension plan. If included, the sales charges would have reduced the performance as quoted.

There are inherent risks in investing in mutual funds including loss of principal.

Please read the prospectus and carefully consider the investment objectives, risks, charges and expenses before investing.

Fidelity

Right to Direct Investments

You have the right to direct your account balance, and any future contributions, among the Plans investment options, subject to any restrictions. Your rights under the Plan, and any restrictions, are subject to the terms of the Plan.

Restrictions

Frequent trading in certain investment options are subject to such restrictions will result in the limitation or prohibition of additional purchases (other than contributions and loan repayments) for 85 calendar days or a 12 month period.

Additional Rights and Privileges

You have the right to exercise voting, tender, and similar rights related to the following investments you may have in your Plan account:

Mutual Funds

Investment Options

This section provides information about the investment options in the Plan. Additional information about the Plans investment options, including a glossary of investment terms to help you better understand the Plans investment options, is available online at http://mv.participantdisclosure.com (Password: 56444).

Fidelity Asset Manager 20%
Fidelity Asset Manager 30%
Fidelity Asset Manager 40%
Fidelity Asset Manager 50%
Fidelity Asset Manager 60%
Fidelity Asset Manager 70%
Fidelity Asset Manager 85%
Fidelity Emerging Markets Discovery Fund
Fidelity Fifty
Fidelity Freedom 2000 Fund
Fidelity Freedom 2005 Fund
Fidelity Freedom 2010 Fund
Fidelity Freedom 2015 Fund
Fidelity Freedom 2020 Fund
Fidelity Freedom 2025 Fund
Fidelity Freedom 2030 Fund
Fidelity Freedom 2035 Fund
Fidelity Freedom 2040 Fund
Fidelity Freedom 2045 Fund
Fidelity Freedom 2050 Fund
Fidelity Freedom 2055 Fund
Fidelity Freedom Income Fund
Fidelity Global Equity Income Fund
Fidelity Total Emerging Markets Fund
Fidelity Emerging Asia Fund
Fidelity 130/30 Large Cap Fund
Fidelity Balanced Fund
Fidelity Blue Chip Growth Fund

Fidelity Blue Chip Value Fund
Fidelity Canada Fund
Fidelity Capital & Income Fund
Fidelity Capital Appreciation Fund
Fidelity Cash Reserves
Fidelity China Region Fund
Fidelity Conservative Income Bond Fund
Fidelity Contrafund
Fidelity Convertible Securities Fund
Fidelity Corporate Bond Fund
Fidelity Disciplined Equity Fund
Fidelity Diversified International Fund
Fidelity Dividend Growth Fund
Fidelity Emerging Europe, Middle East, Africa (EMEA) Fund
Fidelity Emerging Markets Fund
Fidelity Equity Dividend Income Fund
Fidelity Equity-Income Fund
Fidelity Europe Capital Appreciation Fund
Fidelity Europe Fund
Fidelity Export and Multinational Fund
Fidelity Floating Rate High Income Fund
Fidelity Focused High Income Fund
Fidelity Focused Stock Fund
Fidelity Four-in-One Index Fund
Fidelity Fund
Fidelity Global Balanced Fund
Fidelity Global Commodity Stock Fund
Fidelity Global High Income Fund
Fidelity Global Strategies Fund
Fidelity GNMA Fund
Fidelity Government Income Fund
Fidelity Government Money Market Fund
Fidelity Growth & Income Portfolio
Fidelity Growth Company Fund
Fidelity Growth Discovery Fund
Fidelity Growth Strategies Fund
Fidelity High Income Fund
Fidelity Independence Fund
Fidelity Inflation-Protected Bond Fund
Fidelity Institutional Short-Intermediate Government Fund
Fidelity Intermediate Bond Fund
Fidelity Intermediate Government Income Fund
Fidelity International Capital Appreciation Fund
Fidelity International Discovery Fund
Fidelity International Enhanced Index Fund
Fidelity International Growth Fund
Fidelity International Real Estate Fund
Fidelity International Small Cap Fund
Fidelity International Small Cap Opportunities Fund
Fidelity International Value Fund
Fidelity Investment Grade Bond Fund
Fidelity Japan Fund

Fidelity Japan Smaller Companies Fund
Fidelity Large Cap Core Enhanced Index Fund
Fidelity Large Cap Growth Enhanced Index Fund
Fidelity Large Cap Growth Fund
Fidelity Large Cap Stock Fund
Fidelity Large Cap Value Enhanced Index Fund
Fidelity Latin America Fund
Fidelity Leveraged Company Stock Fund
Fidelity Low-Priced Stock Fund
Fidelity Magellan Fund
Fidelity Mega Cap Stock Fund
Fidelity Mid Cap Enhanced Index Fund
Fidelity Mid Cap Growth Fund
Fidelity Mid Cap Value Fund
Fidelity Mid-Cap Stock Fund
Fidelity Money Market Fund
Fidelity Money Market Trust Retirement Government Money Market Portfolio
Fidelity Money Market Trust Retirement Money Market Portfolio
Fidelity Mortgage Securities Fund
Fidelity Nasdaq Composite Index Fund
Fidelity New Markets Income Fund
Fidelity New Millennium Fund
Fidelity Nordic Fund

Investment Options

Fidelity OTC Portfolio
Fidelity Overseas Fund
Fidelity Pacific Basin Fund
Fidelity Puritan Fund
Fidelity Real Estate Income Fund
Fidelity Real Estate Investment Portfolio
Fidelity Short-Term Bond Fund
Fidelity Small Cap Discovery Fund
Fidelity Small Cap Enhanced Index Fund
Fidelity Small Cap Growth Fund
Fidelity Small Cap Stock Fund
Fidelity Small Cap Value Fund
Fidelity Stock Selector All Cap Fund
Fidelity Stock Selector Large Cap Value Fund
Fidelity Stock Selector Small Cap Fund
Fidelity Strategic Dividend & Income Fund
Fidelity Strategic Income Fund
Fidelity Strategic Real Return Fund
Fidelity Telecom and Utilities Fund
Fidelity Total Bond Fund
Fidelity Total International Equity Fund
Fidelity Trend Fund
Fidelity U.S. Government Reserves
Fidelity U.S. Treasury Money Market Fund
Fidelity Ultra-Short Bond Fund
Fidelity Value Discovery Fund
Fidelity Value Fund

Your Statement of Plan Services and Costs

Fidelity Value Strategies Fund
Fidelity Worldwide Fund
Select Air Transportation Portfolio
Select Automotive Portfolio
Select Banking Portfolio
Select Biotechnology Portfolio
Select Brokerage and Investment Management Portfolio
Select Chemicals Portfolio
Select Communications Equipment Portfolio
Select Computers Portfolio
Select Construction and Housing Portfolio
Select Consumer Discretionary Portfolio
Select Consumer Finance Portfolio
Select Consumer Staples Portfolio
Select Defense and Aerospace Portfolio
Select Electronics Portfolio
Select Energy Portfolio
Select Energy Service Portfolio
Select Environment and Alternative Energy Portfolio
Select Financial Services Portfolio
Select Gold Portfolio
Select Health Care Portfolio
Select Industrial Equipment Portfolio
Select Industrials Portfolio
Select Insurance Portfolio
Select IT Services Portfolio
Select Leisure Portfolio
Select Materials Portfolio
Select Medical Delivery Portfolio
Select Medical Equipment and Systems Portfolio
Select Money Market Portfolio
Select Multimedia Portfolio
Select Natural Gas Portfolio
Select Natural Resources Portfolio
Select Pharmaceuticals Portfolio
Select Retailing Portfolio
Select Software and Computer Services Portfolio
Select Technology Portfolio
Select Telecommunications Portfolio
Select Transportation Portfolio
Select Utilities Portfolio
Select Wireless Portfolio
Spartan 500 Index Fund - Fidelity Advantage Class
Spartan Emerging Markets Index Fund - Fidelity Advantage Class
Spartan Extended Market Index Fund - Fidelity Advantage Class
Spartan Global ex U.S. Index Fund - Fidelity Advantage Class
Spartan Intermediate Treasury Bond Index Fund - Fidelity Advantage Class
Spartan International Index Fund - Fidelity Advantage Class
Spartan Long-Term Treasury Bond Index Fund - Fidelity Advantage Class
Spartan Mid Cap Index Fund - Fidelity Advantage Class
Spartan Real Estate Index Fund - Fidelity Advantage Class
Spartan Short-Term Treasury Bond Index Fund - Fidelity Advantage Class

Spartan Small Cap Index Fund - Fidelity Advantage Class
Spartan Total Market Index Fund - Fidelity Advantage Class
Spartan U.S. Bond Index Fund - Fidelity Advantage Class
Strategic Advisers Emerging Markets Fund of Funds
Strategic Advisers International Multi-Manager Fund
Strategic Advisers Small-Mid Cap Multi-Manager Fund
Strategic Advisers Core Multi-Manager Fund
Strategic Advisers Growth Multi-Manager Fund
Strategic Advisers Value Multi-Manager Fund

Cost of Plan Services - General Administrative Services

Plan administrative fees may include legal, accounting, trustee, recordkeeping, and other administrative fees and expenses associated with maintaining the Plan. In some instances, they may be deducted from individual accounts in the Plan.

Based on the information and direction Fidelity had on file at the time this brochure was prepared, the plan administrative fees listed below may be deducted from Plan accounts. As you review this information, please keep in mind that fees are subject to change and that certain plan administrative fees may not be deducted from accounts in some circumstances.

Type of Plan Administrative Fee: Recordkeeping Fee
Amount: $24.00 per year

If any plan administrative fees are actually deducted from your account, they will be reflected on your Plan account statement.

Cost of Plan Services - Specific Investment Services

Asset-based fees reflect an investment options total annual operating expenses and include management and other fees. They are often the largest component of retirement plan costs and are paid by all shareholders of the investment option. Typically, asset-based fees are reflected as a percentage of assets invested in the option and often are referred to as an expense ratio. You may multiply the expense ratio by your balance in the investment option to estimate the annual expenses associated with your holdings. Refer to comparable investment charts for information about the Plans investment options, including their expense ratios (where applicable).

Asset-based fees are deducted from an investment options assets, thereby reducing its investment return. Fee levels can vary widely among investment options, depending in part on the type of investment option, its management (including whether it is active or passive), and the risks and complexities of the options strategy. There is not necessarily a correlation between fees and investment performance, and fees are just one component to consider when determining which investment options are right for you.

Cost of Plan Services - Personalized Services

Individual fees and expenses include those associated with a service or transaction that an individual may select. In some instances, they may be deducted from the accounts of those individuals who utilize the service or engage in the transaction.

If you have an account in the Plan and you select or execute the following service(s) or transaction(s), the fee(s) outlined below may be deducted from your account based on the information and direction Fidelity had on file at the time this brochure was prepared. As you review this information, please keep in mind that fees are subject to change and that certain individual fees may not be deducted in some circumstances.

Type of Individual Fee: Overnight Mailing Fee
Amount: $25.00 per transaction

Type of Individual Fee: Participant Hired Advisory (Adv) Fee
Amount: Varies based on advisor

Also please note that you may incur short-term redemption fees, commissions, and similar expenses in connection with transactions associated with your Plans investment options.

If any individual fees are actually deducted from your account, they will be reflected on your Plan account statement.

Fees and Expenses

If you have an account in the Plan, it may be subject to the following types of fees and expenses:

Asset-based fees
Plan administrative fees and expenses
Individual fees and expenses