June 1, 2012

To: All Employees

From: Regional University System of Oklahoma

RE: Annual Fee Reduction in the Regional University System of Oklahoma 403(b) Program

Regional University System of Oklahoma values our employees’ retirement savings and understands that the more cost efficient your retirement plan is, the faster your savings will grow. During our on-going quarterly plan review of the Regional University System of Oklahoma 403(b) Program, we identified savings in the plan. We are very happy to announce that these savings are being passed on to you! Effective July 1, 2012, you will see a 100% reduction to your annual fee. The fee is being removed entirely and you will no longer be charged $30 per year.

Your Regional University System of Oklahoma 403(b) Program is a valuable resource that we encourage you to utilize as you save for your retirement. If you’re not already taking advantage of this great benefit, please contact Lincoln’s retirement consultants, Adam Dani or Lawrence Smith. Adam and Lawrence can help you enroll in the Regional University System of Oklahoma 403(b) Program, review your investment options and run analysis on your retirement.

Adam Dani
Adam.dani@Lfg.com
405-471-2332

Lawrence Smith
Lawrence.smith@Lfg.com
855-220-5384

The money you set aside is deducted from your paycheck before your wages are taxed. Since the money is not included in your current taxable income, you pay lower current federal income taxes, and in most cases, lower current state income taxes.

Assuming a $961.00 biweekly salary ($25,000 per year):

<table>
<thead>
<tr>
<th>Contribution rate</th>
<th>0%</th>
<th>2%</th>
<th>4%</th>
<th>6%</th>
<th>8%</th>
<th>10%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Take-home pay (25% tax rate)</td>
<td>$762</td>
<td>$747</td>
<td>$731</td>
<td>$716</td>
<td>$700</td>
<td>$685</td>
</tr>
<tr>
<td>Retirement plan contribution</td>
<td>$0</td>
<td>$19</td>
<td>$38</td>
<td>$58</td>
<td>$77</td>
<td>$96</td>
</tr>
<tr>
<td>Net difference in take-home pay</td>
<td>$0</td>
<td>$15</td>
<td>$31</td>
<td>$46</td>
<td>$62</td>
<td>$77</td>
</tr>
</tbody>
</table>

Based on this assumed salary, the table above shows that if you were to contribute just 2% to your retirement plan, you would add $19 to your savings — but your take-home pay would only decrease by $15. In other words: Saving $19 would only “cost” you $15 (because you’d pay $4 less in taxes). As your contributions increase, your current income taxes decrease.

This is a hypothetical example. Taxes will not be due until you take distributions (income) from your retirement plan assets. Distributions taken before age 59½ may be subject to a 10% federal tax penalty. Example above based on Single filing with no exemptions in Oklahoma.

You may also update your account online or by phone.

- www.LincolnAlliance.com (available 24 hours a day)
- 800-234-3500 (available 7:00 am – 7:00 pm CST)

Should you have any questions regarding this notice, please contact the Human Resources Department at ext. 2250.