

NOTICE TO INTERESTED PARTIES

1. NOTICE TO ALL EMPLOYEES OF: SAMFORD UNIVERSITY

An application is to be made to Internal Revenue Service for an advance determination on the qualification of the following employee pension benefit plan:

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| 2. Name of Plan | Samford University Pension Plan |
| 3. Plan Number | 004 |
| 4. Name and Address of Applicant | Samford University 800 Lakeshore Drive Birmingham, AL 35229 |
| 5. Employer Identification Number | 63-0312914 |
| 6. Name and Address of Plan Administrator | Samford University 800 Lakeshore Drive Birmingham, AL 35229 |

7. The application will be filed on October 17, 2013 for an advance determination as to whether the plan meets the qualification requirements of Section 401(a) of the Internal Revenue Code of 1986, with respect to the plan's amendment and restatement. The application will be filed with:

Internal Revenue Service
EP Determinations
P.O. Box 12192
Covington, KY 41012-0192

8. The employees eligible to participate under the plan are:
- Any person regularly employed by the Employer who receives regular stated Compensation other than a pension, interim retirement benefit, severance pay, retainer, or fee under contract, *except* a leased employee.
 - A person hired as an adjunct professor or adjunct faculty member on or after January 1, 2010 shall not be eligible to participate in the Plan for Plan Years beginning on or after January 1, 2010.
 - A person hired or rehired on or after January 1, 2013 shall not be eligible to participate in the Plan on or after the date of such hire or rehire.
9. The Internal Revenue Service has previously issued a determination letter with respect to the qualification of this plan.

RIGHTS OF INTERESTED PARTIES

10. You have the right to submit to EP Determinations, at the above address, either individually or jointly with other interested parties, your comments as to whether this plan meets the qualification requirements of the Internal Revenue Code.

You may instead, individually or jointly with other interested parties, request the Department of Labor to submit, on your behalf, comments to EP Determinations regarding qualification of the plan. If the Department declines to comment on all or some of the matters you raise, you may, individually, or jointly if your request was made to the Department jointly, submit your comments on these matters directly to EP Determinations.

REQUESTS FOR COMMENTS BY THE DEPARTMENT OF LABOR

11. The Department of Labor may not comment on behalf of interested parties unless requested to do so by the lesser of 10 employees or 10% of the employees who qualify as interested parties. The number of persons needed for the Department to comment with respect to this plan is 10. If you request the Department to comment, your request must be in writing and must specify the matters upon which comments are requested, and must also include:

- (1) the information contained in items 2 through 5 of this Notice; and
- (2) the number of persons needed for the Department to comment.

A request to the Department to comment should be addressed as follows:

Deputy Assistant Secretary
Employee Benefits Security Administration
ATTN: 3001 Comment Request
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210

COMMENTS TO THE INTERNAL REVENUE SERVICE

12. Comments submitted by you to EP Determinations must be in writing and received by it by December 1, 2013. However, if there are matters that you request the Department of Labor to comment upon on your behalf, and the Department declines, you may submit comments on these matters to EP Determinations to be received by it within 15 days from the time the Department notifies you that it will not comment on a particular matter, or by December 1, 2013, whichever is later, but not after December 16, 2013. A request to the Department to comment on your behalf must be received by it by November 1, 2013 if you wish to preserve your right to comment on a matter upon which the Department declines to comment, or November 16, 2013 if you wish to waive that right.

ADDITIONAL INFORMATION

13. Detailed instructions regarding the requirements for notification of interested parties may be found in sections 17 and 18 of Rev. Proc. 2013-6. Additional information concerning this application (including, where applicable, an updated copy of the plan and related trust; the application for determination; any additional documents dealing with the application that have submitted to the Service; and copies of section 17 of Rev. Proc. 2013-6 are available at during the hours of for inspection and copying. (There is a nominal charge for copying and/or mailing.)