

RETIREMENT ADMINISTRATIVE COMMITTEE CHARTER

This Charter sets forth the authority and responsibilities of the Retirement Administrative Committee (the "Committee") with respect to the benefit Plan sponsored by Radford University (the "University") and listed in Supplement A to this Charter (the "Plan"). The Committee was created by the Board of Visitors of the University (the "Board") to carry out the responsibilities described herein and in the relevant Plan documents. The Board of Visitors has overall responsibility for the Plan and delegates oversight to the Vice President for Finance and Administration and Chief Financial Officer.

ARTICLE I COMMITTEE STRUCTURE

Section 1.1 Appointment of Members.

(a) Constitution of the Committee The Committee shall be composed, at a minimum, of the following:

- x Vice President for Finance and Administration & Chief Financial Officer (Plan Administrator)
- x Associate Vice President for Finance and University Controller
- x Assistant Vice President for Human Resources
- x

ARTICLE II
ADMINISTRATION OF THE PLAN

Section 2.1 General Purpose This Article II describes the role and responsibilities of the Administrator to facilitate and supervise the daily operation and administration of the Plan to perform or delegate the performance of the duties and responsibilities more fully set forth in this Charter, and to establish and implement administrative policies with respect to the Plan. In furtherance of this purpose, the Plan Administrator is specifically authorized to take such actions and to execute such documents as, in his/her own judgment, deems necessary or advisable to fulfill this purpose.

Section 2.2 Duties and Responsibilities To the extent necessary for the proper administration and operation of the Plan, the Plan Administrator shall perform, either directly or by delegation, the following duties and assume the following responsibilities with respect to the Plan

- (a) adopt such rules as may be necessary to facilitate the administration of the Plan, provided, that such rules do not conflict with any provisions of the Plan or applicable law;
- (b) interpret the Plan, correct defects, supply omissions and reconcile inconsistencies to the extent necessary to effectuate the Plan and determine all questions (including questions of fact) arising in connection with the administration of the Plan;
- (c) determine eligibility for and entitlement to benefits payable under the Plan, including the authority to make determinations as to the applicability of particular limitations, exclusions or other restrictions;
- (d) authorize any individual, committee or entity to contract or otherwise obtain actuarial, legal, recordkeeping, consulting or other services as it considers necessary to carry out the Plan;
- (e) select, appoint, monitor the performance of, and replace as it deems necessary, all recordkeepers, insurers, investment advisers, service providers and trustees for the Plan;
- (f) implement any amendments, modifications or terminations of any Plan;
- (g) establish and communicate procedures by which participants shall direct the investment of their contributions and any employer contributions, as applicable, into the available investment funds, or transfer all or a portion of their interest in an investment fund to another available investment fund;
- (h) maintain and preserve, or retain a third party to maintain and preserve, records relating to Plan participants, former participants, their respective beneficiaries and their respective assignees or other alternate payees, as required by applicable laws;
- (i)

administrative services with respects to the Plan trustees, custodians, recordkeepers, investment

ARTICLE VI
GENERAL PROVISIONS

Section 6.1 Gender Neutral In this document, the masculine shall include the feminine and the neuter, and the singular shall include the plural, except where otherwise clearly indicated by context.

Section 6.2 Indemnification The University shall fully indemnify and hold harmless each member of the Committee who has incurred cost or liability for conduct in good faith as a member of the Committee.

Section 6.3 Compensation and Expenses Members of the Committee shall not be compensated for their services as such, since the performance of such services are deemed to be in partial fulfillment of their responsibilities as employees of the University. However, expenses reasonably incurred by the Committee shall be the responsibility of the Plan to the extent such expenses are not paid by the University.

Section 6.4 Governing Law; Severability of Provisions This Charter shall be construed and applied under the laws of the Commonwealth of Virginia. Should any provision hereof be deemed by a court of competent jurisdiction to be invalid or unenforceable, such provision shall be deemed null and void as of its effective date hereof as though such provision never existed, and this Charter shall be construed, interpreted and applied without reference to such provision.

Section 6.5 Plan Governing Documents The Committee shall act in accordance with the terms of the applicable Plan and in the event of any conflict between the terms of the Plan and the terms of this Charter, the terms of the Plan shall govern.

SUPPLEMENT A

EMPLOYEE BENEFITS PLAN (S)

- (1) Radford University Supplemental 403(b) Plan (including the First Amendment thereto)