

September 29, 2008

MEMORANDUM

TO: Faculty and Staff

FROM: Calvin S. Tregre
Senior Vice President for Administration

RE: ANNUAL DISCLOSURE REQUIREMENTS

TIAA-CREF RETIREMENT PLAN

This is a summary of the Annual Report for the Xavier University of Louisiana TIAA-CREF Retirement Plan year ended December 31, 2007. The Annual report has been filed with the Internal Revenue Service, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Benefits under the Plan are provided by employee's contributions through a salary reduction agreement and by matching contributions from Xavier. A total of 285 employees were participants in the Plan at the end of the plan year.

The Plan has contracts with Teachers Insurance Annuity Association (TIAA) and College Retirement Equities Fund (CREF) which allocate funds towards individual deferred annuities contracts. The total premiums paid for the plan year ended December 31, 2007 were \$2,396,899.97.

You have the right to receive a copy of the full Annual Report, or any part thereof, on request. To obtain a copy of the full Annual Report, or any part thereof, write or call me at Xavier. The charge to cover copying costs will be \$0.50 for the full Annual Report, or \$0.10 per page for any part thereof.

You also have the legally protected right to examine the Annual Report at Xavier's Office of the President, and at the U.S. Department of Labor in Washington, DC, or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, N-5638, Pension and Welfare Benefits Administration, U.S. Department of Labor, 200 Constitution Avenue, NW, Washington, DC 20210.

GROUP WELFARE BENEFITS PLAN

This is a summary of the Annual Report for the Xavier University of Louisiana Group Welfare Benefits Plan for the plan year ended December 31, 2007. The Annual Report has been filed with Internal Revenue Service, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The Plan had contracts with four insurance carriers. Listed below are the names of the insurance carriers, the service provided by each, and the premiums paid to each during the plan year.

Standard Insurance Company

- for group disability insurance
- premiums paid: \$29,081.00
- due, but unpaid: \$12,535.00

Standard Insurance Company

- for group life insurance
- premiums paid: \$66,833.00
- due, but unpaid: \$33,401.00

Humana Benefit Plan of Louisiana

- for group health insurance
- premiums paid: \$2,922,784.00

Delta Dental Insurance Company

- for group dental insurance
- premiums paid: \$190,508.00

Humana Healthcare Insurance Company

- for group vision insurance
- premiums paid: \$42,666.00

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