

401(k) At a Glance

Eligibility	Employees are eligible to participate in the Savings and Investment Plan (401k) on the first day of the month following 60 days of employment.
Contributions	<p>Employee: Eligible employees may contribute 1% - 50% of gross compensation to a maximum of \$16,500 (2010). Employees 50 years of age or older may contribute an additional \$5,500 in Catch-up Contributions.</p> <p>Employees in Puerto Rico may contribute up to \$9,000. Employees 50 years of age or older may contribute an additional \$1,000 in Catch-up Contributions.</p> <p>Employer: The company will make a matching contribution for employees who have completed a year of service and 1,000 hours. Matching contributions are effective on the 1st of the quarter following completion of the above eligibility requirement. Matching contributions may be made at the sole discretion of the company. <i>(Employees who are employed solely in the capacity of a faculty member are not eligible to receive the employer match).</i></p> <p>Currently, the employer matching contribution is \$0.30 cents on the dollar up to 15% deferrals.</p>
Automatic Enrollment	<p>IMPORTANT: This Plan has an automatic enrollment policy: Employees who become eligible to participate in the Plan for the first time will be automatically enrolled in the Federated Government Obligations Fund (GOIXX) for a period of 90-120 days at 5% of gross compensation. After which those funds will be invested in the Moderate Investment Model until you make an alternate investment election UNLESS:</p> <p>a) You opt-out of the Plan on or before the deadline; or b) You elect to participate at a percentage between 1 – 50% prior to the enrollment deadline.</p> <p>Note: You have the option of selecting an investment portfolio from a list of four Asset Allocation Models or create your own.</p>
Investment Options	The Apollo Group, Inc. Savings and Investment Plan offers 17 different types of investments funds. This investment structure allows participants to create their own investment portfolios or select from four Asset Allocation Models: Conservative, Moderate, Moderate Aggressive and Aggressive. For more information about the Plan's investment options, log on to www.401kaccess.com .

<p>Changes</p>	<p>Participants may increase, decrease or cease their contribution percentage at anytime by logging onto the website at www.401kaccess.com or by calling Schwab Retirement Plan Services Company at 1-800-777-4015 (English) or 1-800-680-4015 (Español).</p> <p>Effective Date: All changes are effective within one pay period or 15 days of receipt by Schwab Retirement Plan Services Company.</p> <p>Note: You will need your login ID and password to logon to the website and your SSN and PIN to access information via the Voice Response Unit. If you do not have your login id, password, SSN or PIN, you may call 1-800-777-4015 (English) or 1-800-680-4015 (Español) to request them. (Press zero to talk to a representative)</p>
<p>Rollovers</p>	<p>Into the Plan: This Plan accepts rollovers from other qualified plans such as: 401(k), 403(b) and 457 plans. To rollover funds into the Apollo Group, Inc. Savings and Investment Plan, contact Schwab Retirement Plan Services Company at 1-800-777-4015 for instructions.</p> <p>Out of the Plan: To rollover your 401(k) to another qualified plan, contact Schwab Retirement Plan Services Company at 1-800-777-4015 (English) or 1-800-680-4015 (Español) or send rollover request to:</p> <p style="text-align: center;">Schwab Retirement Plan Services Company c/o Participant Services 12401 Research Blvd; Bldg 2 Austin, TX 78759</p>
<p>Custodian & Contact Information</p>	<p>Participants' accounts are held at Schwab Retirement Plan Services Company. For information on your account, please contact Schwab Retirement Plan Services Company/Participant Services at 1-800-777-4015 (English) or 1-800-680-4015 (Español) or log onto their website at www.401kaccess.com.</p>
<p>Human Resources Contact</p>	<p>Employees may contact their HR Benefits Coordinator or Administrator by calling 480-557-1090.</p>
<p>Disclosure Statement</p>	<p>If there is a conflict between the above information and the Plan Document, the Plan Document will rule.</p>