Lake Forest College Retirement Plans

The purpose of the Lake Forest College Retirement Plan is to provide faculty and staff with the opportunity to accumulate a source of retirement income in addition to income from Social Security and personal savings. The money you contribute to the Retirement Plan belongs to you and is immediately vested.

Lake Forest College Defined Contribution Plan

When eligible, participation in this plan is mandatory and a condition of employment. The following provisions apply:

- Employees must be twenty-one years of age **and** have two completed (2) years of service with the College.
- A year of service is defined as 1000 hours per fiscal year.
- Employees are one hundred percent (100%) vested upon participation in the plan.

TIAA participation is on a non-contributory basis. The College contributes an amount equal to 9% of salary for employees making $54,000 or less, 8% of salary for those making $54,001 to $160,000, and 7% for those making more than $160,000. The employee is not required to make a contribution to the plan. Normal retirement is defined as the last day of the fiscal year, (May 31) in which age 65 is attained.

Lake Forest College Tax-Deferred Annuity (TDA) Plan

Any employee, at any time, may make pre-tax contributions through payroll deductions to a TIAA supplementary retirement annuity contract. Supplemental Retirement Annuity (SRA) Plans are annuity contracts for employees who want to set aside tax deferred funds over and above amounts being accumulated under their institution's basic retirement plan. Information may be obtained from Human Resources.

The Summary Plan Description (SPD) is provided to all plan participants. An SPD is a written document describing the plan, including issues of eligibility, coverage, employee rights and appeal procedures. SPD is available from Human Resources.

IRS Contribution Limits

Contribution Source	**2016 Annual Limits**
Eligible salary limit for retirement plans	$265,000
Employee total contribution limit	$18,000
Age 50 catch up limit (above and beyond the limit)	$6,000
Employee and employer aggregate contribution limit	$53,000

Withdraw from your Retirement Savings Account

You may always request a distribution of contributions you have received from your Employer upon termination of employment after reaching age 65.

You may request a distribution of the contributions you receive from the College at the times listed below, if they are invested in annuity contracts.

• You terminate employment
• You become Disabled

You may request a distribution of the contributions you receive from the College at the times listed below, if they are invested in custodial accounts.

• You terminate employment
• You become Disabled

You may elect a distribution of your transfer contributions and/or rollover contributions at any time subject to the restrictions in the Individual Agreements.

Supplemental Voluntary Funds

You can withdraw voluntary contributions only on the basis of an IRS defined "triggering event" such as:

- attaining age 59 1/2
- disability
- death
- separation of employment
- financial hardship

Financial Hardship

Monies received on the basis of financial hardship are subject to the investment company’s approval and a 10% IRS penalty if withdrawn prior to age 59 1/2.

Financial hardship must meet an IRS qualifying reason which includes:

- down payment on a home
- prevention of eviction from a principal residence
- dependent tuition expenses and medical expenses in excess of 7.5% of adjusted gross income

Alternatively, you may borrow against SRA with TIAA supplemental contributions.