

FOR SELECT TWO-YEAR CAMPUSES OF THE UNIVERSITY OF ARKANSAS SYSTEM

University of Arkansas Retirement Plan VOLUNTARY SALARY DEFERRAL AGREEMENT AND EMPLOYEE ACKNOWLEDGEMENT

Employee Name: _____ **Soc. Sec. # or Employee ID #** _____

I request that the following be processed **as soon as administratively possible** or a later effective date of _____.

- New Employee/Initial Election—Complete Section A (if applicable) and Section B.
- Change or Stop My Un-Matched Voluntary Contribution—Complete Section A.
- Change My Recordkeeper/Vendor—Complete Section B.

As a benefits-eligible employee of the University of Arkansas, you are required by Arkansas law and by University Policy to participate in a retirement plan. All newly eligible employees of the University shall participate in the University of Arkansas Retirement Plan, the “UARP.”

All benefits-eligible UARP participants at the following UA campuses hired on or after 7/1/2020 shall contribute 4% of their eligible salary to their retirement plan, including: University of Arkansas Community College at Batesville, University of Arkansas Community College at Morrilton, University of Arkansas Community College at Hope, Cossatot Community College of the University of Arkansas, University of Arkansas Pulaski Technical College, University of Arkansas at Rich Mountain.

Great Rivers Vocational and Technical and Forest Echoes Technical (grandfathered groups from the University of Arkansas at Monticello) are also included.

VOLUNTARY UN-MATCHED CONTRIBUTIONS—NOT ELIGIBLE FOR EMPLOYER CONTRIBUTIONS UNDER UARP (Including non-benefits eligible employees and employees grandfathered under ARTRS or APERS)

A

| | | |
|--------------------------------|---|--|
| Before-Tax | % | Unless I check the box below, I understand that if I reach the 402(g) deferral limit in effect for the year, my contributions will continue on a before-tax basis under the 457(b) Plan. <input type="checkbox"/> <u>I do not wish to participate in the 457(b) Plan.</u> Stop my contributions for the remainder of the year when I reach my deferral limit in effect for the 403(b) Plan. |
| Roth 403(b) (After-Tax) | % | |
| TOTAL = | % | |

B

INVESTMENT ELECTION AGREEMENT (applies to all contributions) SELECT ONE

Complete this section if you are making an initial election or want to change your recordkeeper/vendor.

| | |
|--|--|
| <input type="checkbox"/> Fidelity OR <input type="checkbox"/> TIAA | I authorize the University to direct my contributions to the selected recordkeeper/vendor as designated. I understand that I can make changes to the recordkeeper/vendor at any time and that this election cancels out any previous election. |
|--|--|

I understand that it is my responsibility to read and agree to the Employee Acknowledgements listed on the back of this page.

_____ **Employee Signature** _____ **Date** _____ *(UA Human Resources Representative)*

EMPLOYEE ACKNOWLEDGEMENTS

1. My election % applies to EMPLOYER PLAN COMPENSATION. Employer Plan Compensation is defined in the SPD for the Plan. The % election I have made on the previous page, and % the employer contribution made on my behalf, will be that % of such compensation.
2. I acknowledge that this agreement applies only to compensation not yet paid or made available to me.
3. I acknowledge that this agreement will remain in effect until I change (revoke or modify) it. I may change this agreement by providing a new election form to my campus Human Resources office.
4. I acknowledge that if I elect to make 403(b) before-tax contributions, all distributions from such account are taxable when made.
5. I acknowledge that Roth contributions can only be made to the 403(b) Plan.
6. I acknowledge that if I elect to make Roth 403(b) contributions, the combination of before-tax and Roth 403(b) employee contributions is limited to the 402(g) tax-deferred limit.
7. I acknowledge that Roth 403(b) contributions are after-tax, but provided certain requirements are met, distribution from the Roth 403(b) account is tax-free.
8. I acknowledge that after-tax contributions can only be made to the 403(b) Plan and that earnings are taxable upon distribution. This is different from Roth 403(b) contributions.
9. I acknowledge that with respect to 403(b) Plan amounts, I can change my contribution at any time before the payroll processing date, subject to reasonable notice. Changes in 457(b) elections must be made prospectively, before the beginning of the pay period in which the change will be effective.
10. I acknowledge that unless otherwise elected, this agreement will automatically be renewed for the following year(s) unless specifically cancelled or replaced by a new agreement.
11. I acknowledge that separate investment elections and beneficiary designations must be made for the 403(b) Plan and 457(b) Plan.
12. I acknowledge that my election of recordkeeper/vendor can be changed by me at any time.
13. I acknowledge that this agreement is legally binding and irrevocable for both the University and me with respect to amounts payable to me while the agreement is in effect.
14. I acknowledge that failure to fully complete the Election Form may cause a delay or failure to reduce my compensation or direct my investment allocations.
15. I acknowledge that I may contact my Human Resources office to find out the current 402(g) deferral limit, and that the 402(g) deferral limit refers to the maximum BEFORE-TAX 403(b) and ROTH 403(b) employee voluntary contributions. Required employee contributions are not included in this limit.