

**FORM A: FOR CURRENT EACC EMPLOYEES ENROLLED  
IN THE EACC 403(B) CONTRIBUTORY RETIREMENT PLAN**

**VOLUNTARY SALARY DEFERRAL AGREEMENT AND EMPLOYEE ACKNOWLEDGEMENT**

If you are enrolled in the EACC 403(b) Contributory Retirement Plan, your participation will transfer to the University of Arkansas Retirement Plan, and your current 6% required contribution will continue on a pre-tax basis. You must elect enrollment with TIAA or Fidelity as your recordkeeper. You may choose to make additional, unmatched voluntary contributions.

Employee Name: \_\_\_\_\_ Soc. Sec. #: \_\_\_\_\_

In addition to my current required contribution of 6%, I authorize the university to reduce my salary by the percentage(s) indicated and for the university to contribute such amount to the University of Arkansas Retirement Plan (UARP). Enter 0% if you do not wish to make voluntary, unmatched contributions. I understand that I may change or end my voluntary contributions at any time.

**VOLUNTARY UN-MATCHED CONTRIBUTIONS–NOT ELIGIBLE FOR EMPLOYER CONTRIBUTIONS**

Before-tax	%	I understand that if I reach the 402(g) deferral limit in the 403(b) Plan, my voluntary contribution will continue on a before-tax basis under the 457(b) Plan.
Roth 403(b) (After-tax)	%	
TOTAL	%	

**INVESTMENT ELECTION AGREEMENT**

<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 any previous election.
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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 percentage applies to PLAN COMPENSATION, which means all compensation other than:
  - a. Overtime
  - b. Terminal Vacation, Sick, Holiday, Compensatory and Severance Pay
  - c. Expense reimbursements and allowances, student loan repayments, fringe benefits (cash and non-cash), moving expenses and welfare benefits
  - d. Deferred Compensation
  - e. Recruiting, Sign-On, Referral, Service and Achievement Awards (not including merit bonuses or career service awards, which are included compensation)
  - f. Compensation funded by a supporting foundation other than base salary

The percentage election I have made on the previous page and percentage the employer contribution made on my behalf will be that percentage 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 be made only 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 be made only to the 403(b) Plan and that earnings are taxable upon distribution. This is different from Roth 403(b) contributions.
9. I acknowledge that I can change my contribution at any time before the payroll processing date, subject to reasonable notice.
10. I acknowledge that if I change the level of my contributions, the employer contribution for any period will be based on my voluntary and required contributions for that period.
11. I acknowledge that if I am currently eligible for matching university contributions, the university will contribute 14% of pay, and I am required to contribute 6%. I may contribute unmatched voluntary employee contributions if I elect to do so.
12. 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.
13. I acknowledge that separate investment elections and beneficiary designations must be made for the 403(b) Plan and 457(b) Plan.
14. I acknowledge that my election of the recordkeeper/vendor can be changed by me at any time.
15. 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.
16. 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.
17. 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.