

**FORM B: FOR CURRENT EACC EMPLOYEES ENROLLED IN THE APERS OR ARTRS  
RETIREMENT PLAN ELECTING TO END PARTICIPATION IN APERS OR ARTRS**

**VOLUNTARY SALARY DEFERRAL AGREEMENT AND EMPLOYEE ACKNOWLEDGEMENT**

If you are enrolled in APERS or ARTRS with EACC, your enrollment with APERS/ARTRS will continue without interruption unless you elect to change your enrollment from APERS/ARTRS to the University of Arkansas Retirement Plan (UARP). Or you may continue in APERS/ARTRS and elect to make voluntary, unmatched contributions into the UARP. **Use this form (Form B) to change your enrollment from APERS/ARTRS to the UARP, or use Form C to continue in APERS/ARTRS and to elect voluntary contributions to the UARP.**

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

Please carefully consider your decision to end your participation in APERS/ARTRS by reviewing your plan guidelines and options with a representative of APERS/ARTRS. **The decision to end your participation in APERS/ARTRS and enter the UARP is a one-time, irrevocable decision. There is no option to return to APERS/ARTRS participation with the university at a future date.**

With enrollment in the UARP, you will be required to make a pre-tax contribution of 5% of your eligible salary into the plan, and EACC will contribute an amount equal to 5% of your eligible salary. Within the IRS annual contribution limits, you may make additional pre-tax or post-tax voluntary contributions, and EACC will match those voluntary contributions dollar-for-dollar up to a maximum employer contribution of 10% of your eligible salary.

Please refer to the University of Arkansas 403(b) Retirement Plan SPD and other plan details at [uasys.edu/benefits](http://uasys.edu/benefits) and carefully review the Employee Acknowledgements on the back of this page.

\_\_\_\_\_ Effective January 1, 2025, I elect to **end** my current participation in **APERS** and enroll in the UARP.

\_\_\_\_\_ Effective January 1, 2025, I elect to **end** my current participation in **ARTRS** and enroll in the UARP.

\_\_\_\_\_  
Employee Signature \_\_\_\_\_  
Date

EMPLOYEE VOLUNTARY CONTRIBUTION		
In addition to my required contribution of 5%, I authorize the university to reduce my salary by the percentage(s) indicated and for the university to contribute such amount to the UARP. Enter 0% if you do not wish to make voluntary contributions. I understand that I may change or end my voluntary contributions at any time.		
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 <div style="text-align: center;">OR</div> <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.	

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 of 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 eligible for matching university contributions, the university will contribute 5% of pay regardless of the level of my voluntary and required employee contributions percentage. My total employee contributions (voluntary and required) above 5% will be matched by the university, not to exceed a total university contribution of 10% per pay period and not to exceed the IRS maximum amounts.
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.