

# BASIC RETIREMENT 401(a) PLAN

## Eligibility

### Mandatory Participation

Employees age 30, who are employed in a regular budgeted position, and who have completed two years of service and possess an employment status equal to one half full time equivalency (.5 FTE) or greater are required to participate. Certain positions may be excluded from participation.

### Voluntary Participation

Employees ages 26-29, who are employed in a regular budgeted position, and who have completed two years of service and possess an employment status equal to one half full time equivalency (.5 FTE) or greater may participate voluntarily. Certain positions may be excluded from participation.

Employees declining voluntary participation when initially offered may not participate until the mandatory participation requirements are satisfied.

Employees who satisfy the eligibility requirements for participation except for the two year service provision may enroll if they can prove qualifying service with a \_\_\_\_\_ is effective either February 1 or September 1 coincident with the \_\_\_\_\_ eligibility requirements.

### Voluntary Participation

Participation is effective either February 1 or September 1 coincident with or following satisfaction of the eligibility requirements.

Participation for employees who decline voluntary participation is either February 1 or September 1 coincident with or following satisfaction of the mandatory participation eligibility requirements.

## Contributions to the Plan

Both the employee and the university contribute to the Basic Retirement 401(a) Plan based on a percentage of the employee's salary. All employee contributions are withheld on a tax deferred basis, thus reducing federal and state income tax. The employee may choose between two levels of participation:

	Employee Contribution	University Contribution	Total
Tier 1	3.5%	6.5%	10.0%
Tier 2	5.5%	8.0%	13.5%

Employees initially electing Tier 1 may, at a later date, change to Tier 2 effective each July 1<sup>st</sup> (election form must be submitted by June 1<sup>st</sup>). No change will be permitted from Tier 2 to Tier 1.

## Vesting

All contributions, including those made by the university, are vested immediately upon participation.

## Contribution Allocation

Employees may allocate Basic Retirement 401(a) Plan contributions among or between TIAA and Fidelity Investments in any whole number percentage, including full allocation to any ~~from~~ university. A must

retirement plan, etc. or any other retirement plan such as a qualified Defined Benefit plan, qualified Defined Contribution plan, 401(a), 403(b), 401(k), SEP, or Governmental 457 pension plan.

### Basic Retirement 401(a) Loan

Participants may borrow Basic Retirement 401(a) Plan funds via a loan from TIAA or Fidelity Investments. Loans will be authorized **only for the eviction and foreclosure of a primary residence**. ATf2.3060TD0TLoan

University of Nebraska in any paid position for a period of 12 months from date of separation. This includes any full time, part time, temporary, or oncall employment.

## Qualified Domestic Relations Order

A Qualified Domestic Relations Order (QDRO) procedure has been established to accommodate the interests of divorcing parties. Upon receipt of a final properly worded QDRO, a separate retirement plan account will be established and maintained by TIAA and/or Fidelity Investments on behalf of the non participant ~~spouse~~