

Lincoln University
Retirement Contribution Authorization

Effective January 1, 1997 employees may receive a one to one matching retirement contribution to TIAA-CREF 403(b) plans based on the following guidelines:

The University shall contribute to the employee retirement plan at the rate of 5% of the employee's annual salary. The University will increase its contribution by 1% per year for each year to a combined maximum of 10% (5% automatic and 5% matching), providing that the employee matches the University's additional contribution on a one to one basis. Should the employee elect not to contribute to the retirement plan, the University shall not be required to make any contribution above the automatic 5%.

403(b) Plan _____ I authorize Lincoln University to adjust my salary by _____%, on a pre-tax basis, which shall be applied to my retirement benefit. I understand that by making this contribution, I am also authorizing Lincoln University to provide matching funds based on the aforementioned guideline.

As of January 1, 2002, Lincoln University has established a 457(b) Deferred Compensation Plan for employees. This is in addition to the 403(b) plan currently available. Elective contributions to the 457(b) plan will not be matched by the University and should only be utilized after elective contributions to the 403(b) plan have been maximized.

457(b) Plan _____ I authorize Lincoln University to reduce my salary by \$_____, which shall be applied to my retirement benefit. I understand that Lincoln University will not provide matching funds to the 457(b) plan.

Lincoln University has established an SRA Plan for employees. This is in addition to the 403(b) plan currently available. Elective contributions to the SRA plan will not be matched by the University.

SRA Plan _____ I authorize Lincoln University to reduce my salary by \$_____, which shall be applied to my retirement benefit. I understand that Lincoln University will not provide matching funds to the SRA plan.

Written Signature

Date

Printed Name

_____ Entered into system _____ by _____ date completed