

403(B) RETIREMENT PLAN

Customer Service: (800) 842-2733

Website: www.tiaa-cref.org

Employee Identification Number: 62-0479542



**FINANCIAL SERVICES
FOR THE GREATER GOOD®**

Lincoln Memorial University is very pleased to offer a 403(b) retirement plan to all eligible full-time employees. The 403 (b) plan is provided through the Teachers Insurance and Annuity Association (TIAA) and its companion organization, College Retirement Equities Fund (CREF). TIAA provides traditional annuity, while CREF provides variable annuities. There are two plans, a Defined Retirement Contribution Plan (LMU contributes) and a Supplemental Retirement Account (SRA) (employee contributes).

For more information, please contact the Office of Human Resources, TIAA-CREF.

PLAN FEATURES	DEFINED RETIREMENT CONTRIBUTION	SUPPLEMENTAL RETIREMENT ACCOUNT (SRA)
Waiting Period	A full-time employee must have completed two (2) years of service at the institution. Years of service with an eligible employer will be counted for meeting the eligibility requirements.	Automatic contribution arrangement that can be changed at any time.
Employer Contribution	LMU will contribute 5% of income.	None
Employee Contribution	None	Automatic contribution arrangement that can be changed at any time.
Allocation of Contributions	A participant may allocate plan contributions to the funding vehicles in any whole number percentages that equal 100%. A participant may change allocations of future contributions to the funding vehicles at any time.	
Maximum Plan Contributions	Annual additions made for any year will not exceed the amount permitted under section 415 of the Code and Section 403(b).	
Vesting Schedule	Plan contributions shall be fully vested and non-forfeitable	
Acceptance of Rollover Contributions	If a participant is entitled to receive a distribution from another plan described in section 403(b) of the Code that is an eligible rollover distribution under section 402 of the Code, LMU will accept such amount under this Plan provided the rollover to this Plan is made 1) directly from another plan, or 2) by the Participant within 60 days of the receipt of the distribution.	