

**ILLINOIS INSTITUTE OF TECHNOLOGY  
TAX DEFERRED ANNUITY PLAN ("PLAN")  
SALARY DEFERRAL AGREEMENT / PLAN ENROLLMENT FORM**

**Employee Information**

<b>Name: (First, M.I., Last):</b>		<b>CWID Number:</b>	<b>Effective Date</b>
<b>Street Address:</b>			
<b>City:</b>	<b>State:</b>	<b>Zip Code:</b>	

**Contributions**

**A. "Matched" Contribution**

Illinois Institute of Technology (the "University") will make a nonelective "matching" contribution to your Plan account based on the percentage of your base pay you elect to defer to the Plan (up to 4% of your base pay). Select the percentage of your base pay you would like to contribute below, along with the type of contributions (pre-tax or Roth\*):

- |                          |    |  |               |            |
|--------------------------|----|--|---------------|------------|
| <input type="checkbox"/> | 0% | Employee contribution (receives a 5% University "matching" contribution) | Pre-tax ____% | Roth ____% |
| <input type="checkbox"/> | 1% | Employee contribution (receives a 6% University "matching" contribution) | Pre-tax ____% | Roth ____% |
| <input type="checkbox"/> | 2% | Employee contribution (receives a 7% University "matching" contribution) | Pre-tax ____% | Roth ____% |
| <input type="checkbox"/> | 3% | Employee contribution (receives a 8% University "matching" contribution) | Pre-tax ____% | Roth ____% |
| <input type="checkbox"/> | 4% | Employee contribution (receives a 9% University "matching" contribution) | Pre-tax ____% | Roth ____% |

\* "Roth" contributions are made with after-tax dollars. Roth contributions (and any earnings) can be withdrawn tax-free (subject to IRS rules).

**B. "Unmatched" Contribution**

You may defer additional amounts to your Plan account (as pre-tax or Roth contributions). The University will not, however, match these amounts. Internal Revenue Code ("Code") Section 402(g) limits the amount you can defer to the Plan each year (whether as a "matched" or "unmatched" contribution). You may be eligible to make additional "catch up" contributions to the Plan, depending on your age and years of service. Those contributions are not subject to the Code Section 402(g) limit, but may be required to be made as Roth contributions (see Section C, below).

<b>1</b>	<input type="checkbox"/>	additional unmatched employee contribution of ____%* of my base pay (*must be a whole number) (may include "catch-up" contributions)	Pre-tax ____%	Roth ____%
<b>2</b>	<input type="checkbox"/>	an additional unmatched employee contribution, up to the maximum contribution amount allowed under Code Section 402(g) (adjusted annually)	Pre-tax ____%	Roth ____%
<b>3</b>	<input type="checkbox"/>	if I am age 50 or older, an additional unmatched employee contribution, up to the maximum amount (including "catch-up" contributions) allowed to employees age 50 or older under Code Section 414(v) (adjusted annually)	Pre-tax ____%	Roth ____%
<b>4</b>	<input type="checkbox"/>	if I am age 60 through 63, an additional unmatched employee contribution, up to the maximum amount (including "catch-up" contributions) allowed to employees ages 60 - 63 under Code Section 414(v) (adjusted annually)	Pre-tax ____%	Roth ____%
<b>5</b>	<input type="checkbox"/>	an additional unmatched employee contribution up to the maximum amount allowed to employees with 15 or more years of service under Code Section 403(b)* (*contact the University's HR Department to select this option)	Pre-tax ____%	Roth ____%

The total of your salary deferrals and the University's contributions to your Plan account cannot exceed the amount permitted under Code Section 415. Contact the University's HR Department if you have any questions.

**C. IMPORTANT INFORMATION: Mandatory Roth Catch-Up Contributions**

Starting January 1, 2026, a new rule will apply to the salary deferrals you make to your Plan account. If you will: (i) be age 50 or older in the upcoming calendar year, and (ii) your FICA wages for the prior year (listed in Box 3 of your Form W-2 from the University) exceed the IRS limit for that year (\$150,000 for 2025, affecting contributions made in 2026, and indexed annually for cost-of-living increases), any “catch-up” contributions you make to your Plan account (whether as “matched” or “unmatched” contributions, as described above) will be made as after-tax Roth contributions.

Regardless of your initial election to make pre-tax or Roth contributions (as described above), if the new rules apply to you, you will be deemed have elected to make any “catch-up” contributions as Roth contributions. If you do not wish to make “catch-up” contributions as Roth contributions, you may, at any time: (i) change the rate of your salary deferral elections to the Plan to ensure you have not exceeded the Code Section 402(g) limit on regular contributions to the Plan (see Box B.2, above), or (ii) stop making contributions entirely. We encourage you to discuss any changes to your salary deferral elections with your own tax advisor.

To make a change to your salary deferral elections, you must complete a new Salary Deferral Agreement and submit it to Human Resources.

**Vendor Allocation**

I elect to direct my contributions to the Plan as follows:

<input type="text"/>	%	Fidelity Investments, Inc.	AND/OR
<input type="text"/>	%	TIAA	

**NOTE: The percentages stated above must total 100% and must be in whole numbers only.**

## Participation Agreement

I understand the University will start my salary deferral election(s) (as described above) as soon as permitted under the Plan and as soon as administratively feasible, and that my salary deferral election(s) (as described above) will reduce my pay on a pre-tax or Roth basis (as elected above).

I understand that if: (i) I am eligible to make "catch-up" contributions (regardless of the limit imposed on such contributions under Code Section 414(v), and (ii) my FICA wages for the prior calendar year (as listed in Box 3 of my Form W-2 from the University for such year) exceed the applicable IRS limit (indexed annually for cost-of-living increases), any "catch-up" contributions I make (whether as "matched" or "unmatched" contributions, as described above) will be made as after-tax Roth contributions, regardless of my initial election to make pre-tax or Roth contributions (as described above). I further understand that (x) if I satisfy the requirements described in this paragraph, I will be deemed have elected to make any "catch-up" contributions as Roth contributions, and (y) if I do not wish to make "catch-up" contributions as Roth contributions, I may, at any time, change the rate of my salary deferral election(s) to the Plan to ensure I have not exceeded the Code Section 402(g) limit on regular contributions to the Plan or may stop making contributions entirely. I understand that to make a change to my salary deferral election(s), I must complete a new Salary Deferral Agreement and submit it to Human Resources

I also understand that my salary deferral election(s) (as described above) will replace any earlier election(s) I may have made, and that this Salary Deferral Agreement will remain in effect for as long as I am eligible to participate in the Plan unless: (i) I request to end my salary deferral election(s) entirely, or (ii) I provide a new Salary Deferral Agreement to the University's HR Department.

I understand that I have an obligation to review my pay records (pay stub, direct deposit receipt, etc.) to confirm the University has properly implemented by salary deferral election(s) (as described above). I also understand that I have an obligation to promptly inform the University's HR Department if I discover any discrepancy between my pay records and this Salary Deferral Agreement. If I fail to promptly report any discrepancies or withholding errors to the University within 90 days of first discovering them, I understand that the University shall treat my failure to report the discrepancy or withholding error as my affirmative election to defer the amount actually withheld (including zero). I may, however, thereafter modify my salary deferral election(s) prospectively and consistent with Plan terms.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_

Employee Signature: \_\_\_\_\_ Human Resources Signature: \_\_\_\_\_

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