

RETIREMENT PROGRAM**Plan Contributions as a Percentage of Salary**

Employee Age	26-34	35-44	45-54	55+
Base Contribution on first \$100K of earnings				
Oberlin	5%	8%	10%	12%
Base contribution on income over \$100K				
Oberlin	5%	8%	8%	8%

OBERLIN DEFINED CONTRIBUTION 403(b) PLAN - RETIREMENT

ANNUITY (RA): After one year of service from date-of-hire and at age 26, classified benefit-eligible employees become qualified to participate in the Oberlin College (OC) Defined Contribution Plan. Once qualification is met, classified employees must **sign up/enroll** into a TIAA RA Plan in order for OC to make contributions into the employee's Defined Contribution Plan. **Please note that the Oberlin Employer Contributions will be suspended August 1, 2020-July 31, 2021.**

For complete details regarding the retirement program, refer to the Summary Plan Description on the HR web. **Please make an appointment with TIAA for a Retirement Plan information session at 1-800-732-8353.**

OBERLIN TAX-DEFERRED ANNUITY (TDA) 403(b) CONTRACT - GROUP SUPPLEMENTAL RETIREMENT ANNUITY (GSRA):

All classified employees are eligible to save for retirement on a tax-deferred basis by enrolling into a TIAA GSRA Contract, a tax-advantaged account you can use to build extra retirement savings. GSRA's are funded with voluntary employee pre-tax dollars. Contact the Department of Human Resources for enrollment information.