



Your Retirement Plan

Building your future, together.

Your retirement plan is one of the most valuable benefits you receive. It helps you save automatically, lower your taxes today, and build long-term security for tomorrow.

Plan Highlights

Immediate Eligibility: You're eligible for the plan as soon as you're hired.

Centenary invests in you!

When you contribute to your retirement plan, the College will match your contributions dollar-for-dollar, up to 5% of your salary. That's extra money, on top of your paycheck, going directly toward your future.

Roth Option: Contributions may be made as Roth contributions (after-tax) or Pre-Tax.

Tax Benefits: Your contributions are taken out before taxes (traditional), or you may choose Roth for after-tax savings.

Vesting: You're **100% vested immediately**. That means the money Centenary contributes is yours to keep from day one.

Part-time / Non-Benefits eligible employees: While you do not receive the employer contribution, you are eligible to make your own supplemental contributions to the plan. This allows you to save for retirement and enjoy the same tax advantages as full-time employees.



Scan for more information

Contact TIAA

Website: www.TIAA.org/centenarycollege
Phone: 800-842-2252

Investment Options

Target Date Fund / RetirePlus (Default Option):

If you do not make an investment election, your contributions will be invested in RetirePlus, the plan's default investment option. RetirePlus uses a target date strategy based on the year you reach age 65 and automatically adjusts your mix of investments over time. When you are younger, the portfolio is more growth focused. As you move closer to retirement, it gradually becomes more conservative to help manage risk and protect what you've built.

Build Your Own Portfolio: If you'd like more control, you can create your own investment mix by choosing from the plan's available funds. Options include stock funds, bond funds, and balanced funds that allow you to design a portfolio that matches your personal goals, risk tolerance, and investment style.

Need Help Deciding? You can contact TIM for investment guidance, tools, and resources. Or meet with PlanGuide on campus or virtually for 1-on-1 support tailored to your retirement goals.

Accessing Your Money

Loans: You may borrow from your account balance. Contact TIM for details.

Hardship Withdrawals: Available for certain qualified expenses.

Contact PlanGuide

For questions, or to set up a 1-on-1 meeting on campus or virtually, reach out to PlanGuide.

Email: sgulati@planguidefinancial.com
Website: planguidefinancial.com



TIAA Salary Reduction Agreement
(Under Section 403(b))

By this agreement, made between _____ and Centenary College of Louisiana, the parties hereto agree as follows:

Effective with respect to amounts earned on or after the first day of _____ 20__, The employee's basic monthly salary will be reduced by the amount indicated below and allocated to the employee's TIAA retirement account as designated by the employee.

Employer Matching Contribution - Centenary College of Louisiana will match employee contributions dollar-for-dollar, up to a **maximum of 5%** of the employee's eligible compensation per pay period. Employees must make contributions in order to receive the employer match. Contributions above 5% will not be matched

Employee Contributions - All eligible employees may elect to contribute a portion of their compensation to the College's 403(b) plan. Contributions may be made on a pre-tax or Roth (after-tax) basis.

Employees who are not benefits eligible would not receive the employer match, but they may still participate in the plan by making voluntary contributions.

Match Eligible Contribution Election: (fill in one or both):

Pre-Tax: _____ % of compensation _____ \$ per pay period
Roth: _____ % of compensation _____ \$ per pay period

Additional Voluntary Contribution Election: (fill in one or both):

Pre-Tax: _____ % of compensation _____ \$ per pay period
Roth: _____ % of compensation _____ \$ per pay period

This amount will produce a total contribution that does not exceed the applicable annual limits under the Internal Revenue Code, including Sections 402(g), 414(v), and 415(c), as adjusted periodically by the IRS. For employees aged 50 or older, this includes any permissible catch-up contributions. Employees aged 60 through 63 are eligible for higher catch-up contributions as allowed under current law (SECURE 2.0). It is understood the amount defined above will be paid to TIAA as premiums to the employee's retirement plan.

This Agreement shall be legally binding and irrevocable as to each of the parties hereto while employment continues; provided, however, that either party may terminate this Agreement as of the end of any month, so that it will not apply to salary subsequently earned by giving at least thirty (30) days' written notice of the date of termination.

Signature: _____ Date: _____
Employee

By: _____
HR Director