

## IDA Retirement Plan Contributions Elections

Enrollment

Change

IDA established two retirement plans to assist employees in an effort to meet their retirement goals. Please refer to the most current Summary Plan Description for both the Tax Deferred Annuity [403(b)] and Qualified Retirement Plan [401(a)] regarding the terms and conditions of your participation as well as your rights under the plan. Voluntary employee contributions are made under the 403(b) Plan along with the mandatory 5 % contributions. All IDA contributions are made to the 401(a); please refer to the Plan documents for eligibility.

### Section 1. Employee Deferred Contribution

#### Voluntary Pre-tax contribution

Select retirement contribution amount:

IRS Maximum Election

*calculated for you based on number of remaining pay periods in calendar year*

Contribution percentage: %

*you calculate based on annual salary and number of pay periods remaining in calendar year*

% TIAA

Waive Participation

#### Voluntary After-tax Roth

Select retirement contribution amount:

IRS Maximum Election

*calculated for you based on number of remaining pay periods in calendar year*

Contribution percentage: %

*you calculate based on annual salary and number of pay periods remaining in calendar year*

% TIAA

Waive Participation

### Section 2. Employer (IDA) Contribution (You will be enrolled in the Mandatory 5% and the Qualified Retirement Plan when you reach six months of service)

#### Mandatory 5% (Employee deferral)

% TIAA

#### Qualified Retirement Plan - IDA 11%

% TIAA

### Section 3. Certification

By signing below, I hereby acknowledge that I agree to the following terms and conditions:

- If elected, I authorize and direct IDA to reduce my base salary compensation by the percent shown above, within the limit set forth by the IRS each year, and to remit my voluntary deferral contributions to the Investment Provider in the specified percent on a bi- weekly basis. I understand this salary reduction agreement revokes and replaces any prior such agreement I have entered into. This new agreement will (if permitted) become effective as of the first pay period following the date this agreement is delivered to Human Resources.
- I agree to select the Investment Provider and allocate the stated percentage(s) of contributions under the 401(a) Plan and the Mandatory 5% contribution. I understand this agreement revokes and replaces any prior such agreement I have entered into. This new agreement will (if permitted) become effective as of the first pay period following the date this agreement is delivered to Human Resources.
- I understand that unless I provide an affirmative investment election, contributions will be invested in the Qualified Deferred Investment Alternative target date fund based on my anticipated retirement age 65. I may change my investment options at any time by contacting the Investment Provider.

#### For HR use only

Signature: \_\_\_\_\_

Received date: \_\_\_\_\_

Print Name: \_\_\_\_\_

HR Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Effective Date: \_\_\_\_\_