

415(c) SPECIAL PAY PLAN (SPP) COMPENSATION CONTRIBUTION AGREEMENT

Employee Name: Last, First MI (PLEASE PRINT)	Date of Birth
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As an employee of West Virginia University (WVU), I understand the following:
I am authorizing WVU to contribute all or a portion of my incentive pay compensation to the 415(c) plan administered by TIAA.

The amounts WVU contributes to the 415(c) plan will be vested immediately, but not available for cash until I have a 403(b) plan triggering event or other event as required by the plan document.
I will select my own investments among the approved investment options through TIAA.
The plan does not provide for loans or rollovers into the plan.
Distributions from the plan are taxable unless rolled over to another plan or IRA.
The plan is subject to the Required Minimum Distributions rules upon attainment of age 72 or retirement, whichever comes later.
I should consult my tax advisor regarding the overall limits that apply in my individual circumstances.

PART I – INCENTIVE PAY COMPENSATION CONTRIBUTION AMOUNT

415(c) Plan Pre-tax Employer Contribution Amount

- a. Fixed dollar amount \$ _____
- b. All incentive pay dollars (up to the maximum contribution established for the plan)
- c. Cancel 415(c) incentive pay compensation contributions

Note: Only for new enrollees, a separate 415(c) TIAA enrollment form must be completed and submitted along with this form.

PART II – SIGNATURE VERIFICATION & EFFECTIVE DATE

Upon completion and signature of this Agreement, please return it to the WVU Division of Talent and Culture Benefits Strategy. The submission of this Agreement will replace any prior Agreements you have made for this plan. By signing this Agreement I hereby affirm that I have reviewed, understand, and agree to be bound by the terms of the relevant plan documents.

Employee Signature: _____ **Date:** _____

Authorized Employer Signature: _____ Date: _____

Print Name: _____ Title: _____

Please return forms to the Director of Benefits Strategy at the address listed on the top of this form or to Retirement@mail.wvu.edu.