



## CORE RETIREMENT PLAN PARTICIPANT ACKNOWLEDGEMENT

By this PARTICIPANT ACKNOWLEDGEMENT, \_\_\_\_\_  
(print name of "Employee") hereby acknowledges and agrees as follows:

1. I understand that I am eligible to participate in, and as a condition of my employment with Middlebury College ("College") must participate in, the Middlebury College Core Retirement Plan ("Core Plan").
2. I understand that I cannot waive participation in the Core Plan.
3. I understand that Employee and College contributions will be made to the Core Plan according to the following schedule (with the applicable Contribution Level generally determined by my age and my service with the College):

Contribution Level	Participant Contribution Rate**	College Contribution Rate**	Total Contribution Rate
I	3%	3%	6%
II	3%	9%	12%
III	6%	15%	21%

4. I acknowledge that I have received a Summary Plan Description for the Core Plan which explains the age and service requirements for the Contribution Levels above.

5. I understand that I am responsible for directing the investment of amounts contributed to the Core Plan and accumulated under the Core Plan on my behalf. This includes my responsibility to designate the Core Plan investment alternatives among which Employee and College contributions to the Core Plan shall be invested. I understand that my failure to provide an initial investment direction will result in Employee and College contributions being allocated to the Core Plan's "TIAA-CREF Lifecycle Fund" with the target retirement date that is closest to the date that I will attain age 59½.

\_\_\_\_\_  
Employee's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
College ID #

\_\_\_\_\_  
Social Security #

\_\_\_\_\_  
Date of Birth

**\*\* All contributions are subject to limits imposed by the Internal Revenue Code. (See the College's Human Resources Office for details about Contribution Levels and Internal Revenue Code contribution limits.)**

*For HR Use Only:*  
 Authorized By: \_\_\_\_\_ Effective Date: \_\_\_\_\_  
 Entered: \_\_\_\_\_