

Middlebury

CORE RETIREMENT PLAN PARTICIPANT ACKNOWLEDGEMENT FORM

(for Plan as effective January 1, 2019)

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") or the Middlebury Institute of International Studies (Institute) 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 Employer 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 Middlebury):

Contribution Level	Participant Contribution Rate*	College Contribution Rate*	Total Contribution Rate
I	3%	3%	6%
II	3%	9%	12%
III	6%	11%	17%
IV**	6%	15%	21%

*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.)

**Grandfathered College rehires only

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 Employer contributions to the Core Plan shall be invested. I understand that, if I fail to designate any investment alternative, contributions will be invested in the Core Plan's default investment alternative, which is a target date mutual fund the assets of which are managed with a target (assumed) retirement date of age 65.

Employee's Signature

Date

Date of Birth

Middlebury ID#

For HR Use Only

Circle One: New Hire-Std / New Hire-Prev Serv Credit / Non B/E- 2 YOS
 Rehire<=90 days / Rehire>90 days-Std / Rehire >90 days-Prev Serv Credit

Initial Level: _____ Option Code: _____ Effective date: _____

Authorized by: _____ Special instructions: _____ Entered: _____