

Exciting News Regarding Your Tiaa-Cref Retirement Plan

While the College continues in its march to strengthen and reinforce its Financial Stability, the College has also recognized that it has been challenging for you as well, in supporting the many changes that were necessary in order to achieve these difficult but aggressive goals.

One of the requests that were repeated numerous times during the group meetings with both Faculty and Staff Council groups was to provide the opportunity to borrow against your Retirement Investments, which is currently not an option.

The College is pleased to announce that effective July 1, 2013; three important changes will impact the Colleges Regular Retirement Annuity Plan. As previously announced, the new sliding scale will go into effect which will allow everyone the ability to make a more conservative contribution to their account, while still receiving a contribution by the College. Individuals still employed by the College will have the capability to make in-service withdrawals from their accounts once they reach age 59 ½, without penalty. The third change that will impact the Colleges Regular Retirement Annuity Plan is, the College has added the ability to borrow against your Retirement Annuity Account. Tiaa-Cref will be the Administrators of this program and all applications and inquiries will be processed through Tiaa-Cref by contacting the general information number at 800-842-2252.

A brief summary of how the program will be administered is as follows:

- General loans will be available for a minimum of \$1,000 to a maximum of \$50,000; however, the amount will be contingent on current balances in your account since the loan requires that you use your account balance as collateral.
- The amount remaining in your account as collateral will continue to earn interest.
- King's limits the number of loans available to two (2).
- You will still have the ability to receive retirement income or take withdrawals but only on the money in your account that is not reserved as collateral.
- Repayment terms of loans are between one (1) and five (5) years, however, if the loan is for the purchase of a primary residence, you have up to ten (10) years to repay the loan.
- Repayment of the loan begins the first day of the third month after your loan is issued and repayment is due every month or quarter, whichever you choose at the time you make application.
- Payments are processed directly through Tiaa-Cref's Automatic Repayment Service.

It is important to note, this value added benefit will NOT be available through Tiaa-Cref until July 1st. Should you contact Tiaa-Cref prior to July 1st, they will not be able to provide any information to you.

As an additional reminder, the new contribution sliding scale also goes into effect July 1st, and the contribution levels are as follows:

EMPLOYEE CONTRIBUTION

**1 %
2%
3%
4%
5 % up to a maximum of 10.25 %**

EMPLOYER CONTRIBUTION

**4.5 %
5.5 %
6.5 %
7.5 %
8.5 %**