

## Supplemental Retirement Annuity (SRA) 403(b) Plan Agreement for Salary Reduction Form (B-6)

The TIAA SRA is considered a 403(b) Tax-Deferred Annuity (TDA) plan, which allows eligible employees to elect contributions (employee contributions) via payroll deduction in addition to employer contributions to the [RCUH Group Retirement Annuity Plan \(GRA\)](#).

**Upload form and supporting documentation to [RCUH Employee Self Service](#) via eUpload link.**

### SECTION 1: Action

Visit <https://www.rcuh.com/benefits-spotlight-retirement-accounts/> for the SRA Maximum Allowable Contribution Calculator.

#### Salary Reduction Election (Pre-tax) - Select one:

*Contribution to RCUH 403(b) Supplemental Retirement Annuity Account*

\$ \_\_\_\_\_ Flat amount per pay period

\_\_\_\_\_ % Fixed percentage per pay period

Cancel current contribution/deduction

**Effective Date (1<sup>st</sup> or 16<sup>th</sup> of the month):** \_\_\_\_\_

RCUH may adjust dates as necessary due to the ePAF deadline.

### SECTION 2: Terms of Agreement

By this agreement made between the Employee named above (or named via electronic submission) and the Research Corporation of the University of Hawaii (RCUH), the parties hereto agree as follows:

The Employee's salary will be reduced according to the selection referenced in section 1 so long as this agreement is in force. This agreement supersedes any other previously executed Agreement for Salary Reduction (if any). The Employee releases all rights, present and future, to receive any or all of the amounts to be used by the RCUH as premium payments in any other form except as such right might accrue under the Tax-Sheltered Annuity program. This agreement shall be legally binding and irrevocable as to each of the parties hereto while employment continues; provided, however, that from the effective date hereof either party may terminate this agreement as of the end of the pay period so that it will not apply to salary subsequently earned, by giving written notice of such termination in accordance with RCUH policies and procedures governing reduction of incomes for SRAs.

The Employee shall be responsible for compliance with all the provisions of Section 403(b), the limitations of Sections 415 and 402(g) of the United States Internal Revenue Code (as amended), to include but not limited to, compliance with the maximum exclusion allowance provisions. It is the Employee's responsibility to coordinate maximum allowable benefits with any multiple Tax-Sheltered Annuities under another Employer to ensure they do not exceed the IRS limit. Employees who are at least 50 years of age during the current calendar year will be eligible to elect in the catch-up option that is based on their age (IRC Section 414(v)).

#### Employee Certification:

*I certify that I have read this complete agreement. I understand my responsibilities as an RCUH Employee, and I request that the RCUH take the action specified in this agreement.*

**Employee Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Questions? Contact RCUH Employee Benefits:** Phone: (808) 956-6979 or (808) 956-2326 or Email: [rcuh\\_benefits@rcuh.com](mailto:rcuh_benefits@rcuh.com).