INDIANA UNIVERSITY IU TDA Retirement Plan SALARY DEFERRAL AGREEMENT (TDAPLN46)

SECTION 1—PARTICIPANT INFORMATION					
Employee Name:			Universi	ty 10-Digit ID:	
Campus:	Department:		1	Phone:	
Email:		Pay Cycle:	26 Pa	ay (biweekly) 12 P	ay (monthly) 10 Pay (monthly)
SECTION 2—CONTRIBUTIONS					
Select the type of request you'd like to make from the options below, then enter the amount you wish to contribute. You can elect to contribute funds on a pre-tax or after-tax basis, or both, and your contribution can be a flat-dollar amount or a percentage of your pay. If you are or will be age 50 or older in the current		Туре	of Contrib	ution	2025 Limits
				s (employer, employee) gregated plans.	Lesser of 100% of employee's compensation or \$70,000
tax year, the maximum you are allowed to		Employee elective deferrals		ve deferrals	\$23,500
contribution. See page 2 of this agreement for additional details.		Age 5	Age 50+ catch-up contribution		\$7,500
Initial enrollment or change to existing election.					
PRE-TAX. I authorize IU to with	hold the following amount of my eligible con	npensation p	er pay peri	od:	
Flat-dollar amount: \$		DR Perce	ntage of pa	y:	%
AFTER-TAX (ROTH) . I authorize IU to withhold the following amount of my eligible compensation per pay period:					
Flat-dollar amount: \$		DR Perce	ntage of pa	y:	%
Defer all or a portion of my separation pay. Last date of IU employment is (mm/dd/yyyy): For separation pay deferrals, please indicate a flat dollar amount. When calculating this amount, please remember that your separation pay includes your last paycheck and that all pre-tax deferrals are subject to FICA taxes. PRE-TAX. I authorize IU to withhold the following amount of my eligible separation pay: AFTER-TAX (ROTH). I authorize IU to withhold the following amount of my eligible separation pay: \$					
SECTION 3—ACKNOWLEDGMENT	& SIGNATURE				
I authorize Indiana University to remit the salary deferral amount(s) designated above to the designated investment company as contributions to the IU TDA Plan, an IRC §403(b) plan and I acknowledge the following:					
 This agreement will take effect as soon as administratively feasible after this completed form has been submitted to IU Human Resources, and will remain in effect until I change (revoke or modify) it. I may change this agreement by making the change in One.IU. This agreement applies only to compensation not yet paid or made available to me. That IU may revoke or modify this agreement at any time to comply with applicable IRS limits. That IU does not warrant the performance or the appropriateness of any investment or the tax consequences or excludability and will not be responsible for any penalties or tax consequences resulting from this agreement. That the plan does not allow for withdrawals, except after reaching age 59½, while employed at IU. I am aware of the fees and expenses charged by the designated investment company. The IRS imposes various limits on Your contributions to, or benefits from, the different IU plans. In addition, some limits require aggregation of the IU plans with other plans in which you participate. These rules may vary depending on the type of plan and the type of contributions. 					
Signature:				Dat	e:

To sign and submit this form digitally you must first save it to your device.

This form may also be scanned/emailed to askhr@iu.edu; or mailed to IU Human Resources, 2709 E. 10th Street, Ste 321, Bloomington, IN 47408.

HR USE ONLY			
PAY PERIOD BEGIN DATE:	TDAPLN46:	PROCESSED BY:	DATE:

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INTERNAL REVENUE CODE CONTRIBUTION LIMITS

Type of Contribution	2025 Limits		
All contributions (employer & employee) See below for aggregated plans.	Lesser of 100% of employee's compensation or \$70,000		
Employee elective deferrals	\$23,500		
Age 50+ catch-up contribution	\$7,500		

Annual Dollar Limit on Elective Deferrals (IRC §402(g)(1))

Internal Revenue Code (IRC) §402(g)(1) limits the amount of salary deferral contributions that can be contributed to the IU Tax Deferred Account Plan and to all IRC §403(b) plans, §401(k) plans, and other similar type of plans in which an employee participates in any calendar year. (Please note that deferrals made to the IU 457(b) Retirement Plan (IRC §457(b) plan) are not limited by IRC §402(g)(1).)

The annual dollar limit is the lesser of 100 percent of the employee's compensation for the calendar year or the "applicable dollar amount." The "applicable dollar amount" is \$23,500 for 2025.

Please note that Indiana University does not monitor elective deferrals made to any business entity other than Indiana University. Therefore, an employee must self-monitor elective deferrals made to the Veterans Administration Hospital, IU Health, the IU Foundation, the IU Health Physicians, private practice associations, former employers, etc.

Age 50 or Older Catch-up Contributions (IRC §414(v)(2))

For participants who are at least age 50 before the end of the plan year, the current dollar limits on elective deferrals are increased. The additional amount of elective deferrals that are permitted to be made by an eligible participant is the lesser of (i) the participant's compensation for the year reduced by any other elective deferrals of the participant for the year or (ii) the "applicable dollar amount." The applicable dollar amount is \$7,500 for 2025.

Age 50 or older catch-up contributions will not be taken into account in applying the annual dollar limit on elective deferrals (IRC §402(g)(1)) or the annual contribution limit (IRC §415(c)(1)).

Annual Contribution Limit (IRC §415(c)(1))

The IRC limits the amount of employer contributions and elective deferrals that can be made to the IU Tax Deferred Account Plan, IU Retirement Plan, and the IRC §403(b) plan portion of the IU 18/20 Retirement Plan on behalf of a participant. The maximum amount contributions that can be contributed to all of the plans on behalf of a participant for a limitation year is the lesser of:

- (1) 100 percent of the eligible employee's compensation;
- 0
- (2) \$70,000 for 2025.

Employer contributions made to the IU Retirement Plan and to the IRC §403(b) plan portion of the IU 18/20 Retirement Plan may limit the amount of elective deferrals that a participant may make to the IU Tax Deferred Account Plan.

The Internal Revenue Service imposes various limits on your contributions to, or benefits from, the different IU plans. In addition, some limits require aggregation of the IU plans with other employer plans in which you participate or with a simplified employee pension (SEP) you have set up. These rules may vary depending on the type of plan, the type of contributions, and how the plan is structured.

The Internal Revenue Service imposes various limits on your contributions to, or benefits from, the different IU plans. In addition, some limits require aggregation of the IU plans with other plans in which you participate. These rules may vary depending on the type of plan, the type of contributions, and how the plan is structured.

For full plan provisions visit <u>hr.iu.edu/benefits/tda.html</u>.

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