



# 415(m) Election Retirement Plan

## Section I: Personal Information

First Name	M.I.	Last Name	Emplid	
Home Mailing Address: Street		City	State	Zip Code
Daytime Phone Number		Social Security Number		
Email Address	Company Seniority Date		Retirement Date	

## Section II: Election of Distribution Commencement Date and Method of Distribution

Special Pay Employer contributions made to the Western Michigan University Special Pay Plan will be placed in a Section 415(m) plan once contributions to the Western Michigan University Special Pay Plan exceed the Internal Revenue Code Section 415(c) annual contribution limits. The Section 415(m) Retirement Plan is treated as a non-qualified deferred compensation plan under tax law. Under the Section 415(m) Retirement Plan, the term "Benefit Commencement Date" may be no earlier than the first day of any month following your severance from service with Western Michigan University. You must select your Benefit Commencement Date before starting participation in the Section 415(m) Retirement Plan. Changes to this election must be completed at least thirty (30) calendar days prior to your benefit commencement date. The type of benefits under the Section 415(m) Retirement Plan is the same as those available under the Western Michigan University Special Pay Plan with the exception that a rollover or direct transfer to another plan is not permitted. Under the Western Michigan University Special Pay Plan, your benefit may be payable in the form of a lump-sum payment, or One-Life or Two Life Annuity, or Fixed-Period Annuity [5 to 30 years], subject to the terms of the Annuity Contract issued by TIAA-CREF. Contact TIAA-CREF at (800) 842-2776 for more information on the forms of benefits permissible under the TIAA-CREF Annuity Contract. You must elect your form of benefits under the Section 415(m) Retirement Plan before starting participation in the Section 415(m) Retirement Plan. If no election is made, you will default to a lump-sum distribution payment. Note: Minimum distributions are not required from the 415(m) Retirement Plan.

**I elect to receive such benefits from Western Michigan University on the first day of the month following (select one):**

- Severance from service (e.g., retirement, resignation, etc.) \_\_\_\_/\_\_\_\_/\_\_\_\_ (severance date)
- An age or date as specified: \_\_\_\_\_

I designate the following method of payment [select one]:

- |                                   |   |   |   |
|-----------------------------------|---|---|---|
| <input type="checkbox"/> Lump Sum | <input type="checkbox"/> One-Life Annuity<br><i>Select one of the following Guaranteed Periods:</i><br><input type="checkbox"/> None<br><input type="checkbox"/> 10 Years<br><input type="checkbox"/> 15 Years<br><input type="checkbox"/> 20 Years | <input type="checkbox"/> Two-Life Annuity<br><i>Select one of the following Two-Life Annuities:</i><br><input type="checkbox"/> Full benefit to survivor<br><input type="checkbox"/> Two-thirds benefit to survivor<br><input type="checkbox"/> One-half benefit to annuity partner<br><i>Select one of the following Guaranteed Periods:</i><br><input type="checkbox"/> None<br><input type="checkbox"/> 10 Years<br><input type="checkbox"/> 15 years<br><input type="checkbox"/> 20 Years | <input type="checkbox"/> Fixed-Period Annuity<br><i>(Payment ranging from 5 to 30 years)</i><br>_____ years |
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## Section III: Authorization

Remittances to the 415(m) Retirement Plan will be defaulted to the CREF Money Market Fund. If you wish to make a change, you must contact TIAA-CREF directly.

Signature	Date
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