## WABASH COLLEGE RETIREMENT PLAN

## SUMMARY PLAN DESCRIPTION

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### WABASH COLLEGE RETIREMENT PLAN SUMMARY PLAN DESCRIPTION INTRODUCTION TO YOUR PLAN

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#### ARTICLE I PARTICIPATION IN THE PLAN

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**Eligibility Conditions.** 

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**Excluded Employees.** 

**Eligibility Conditions.** 

Entry Date.

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**Excluded Employees.** 

**Eligibility Conditions.** 

Entry Date.

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Year of Service.

Hour of Service.

What service is counted for purposes of Plan eligibility?

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Service with Predecessor Employer.

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What happens if I'm a Participant, terminate employment and then I'm rehired?

#### ARTICLE II EMPLOYEE CONTRIBUTIONS

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Definition of compensation.

Adjustments to compensation.

Is there a limit on the amount of compensation which can be considered?

Is there a limit on how much can be contributed to my account each year?

The above limit may also need to be applied by taking into account contributions made to other retirement plans in which you are a participant.

How is the money in the Plan invested?

Will Plan expenses be deducted from my account balance?

Expenses allocated to all accounts.

Terminated employee.

Expenses allocated to individual accounts.

ARTICLE V VESTING

What is my vested interest in my account?

100% vested contributions.

Vesting schedules.

**Nonelective Contributions** 

## **Matching Contributions**

Additional vesting provisions

How is my service determined for vesting purposes?

Year of Service.

Hour of Service.

What service is counted for vesting purposes?

Service with your Employer.

Military Service.

What happens to my non-vested account balance if I'm rehired?

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#### ARTICLE VI DISTRIBUTIONS PRIOR TO TERMINATION OF EMPLOYMENT

The Individual Agreements governing the investment options that you selected for your Plan contributions might contain additional limits on when you can take a distribution, the form of distribution that is available as well as your right to transfer among approved investment options. Please review both the following information in this Summary Plan Description and the terms of your annuity contracts or custodial agreements before requesting a distribution. Contact your Employer or the investment vendor if you have questions regarding your distribution options.

Can I withdraw money from my account while working?

In-service distributions.

**Conditions.** 

Additional in-service provisions.

Additional in-service conditions.

#### Withdrawal of rollover contributions.

Annuity waiver.

## ARTICLE VII DISTRIBUTIONS UPON TERMINATION OF EMPLOYMENT

When can I get money out of the Plan?

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What is Normal Retirement Age and what is the significance of reaching Normal Retirement Age?

Normal Retirement Age.

Payment of benefits.

What is Early Retirement Age?

Early Retirement Age.

When am I considered to be disabled under the Plan?

Definition of disability.

How will my benefits be paid to me?

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Distribution methods.

Required beginning date.

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May I elect another distribution method?

Waiver of annuity.

Other distribution method.

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Who is the beneficiary of my death benefit?

Married Participant.

**Unmarried Participant.** 

Divorce.

No beneficiary designation.

How will the death benefit be paid to my beneficiary? Mandatory annuity distribution (subject to waiver).

Waiver of annuity.

Distribution method/annuity waived.

When must payments be made to my beneficiary (required minimum distributions)?

What happens if I terminate employment, commence required minimum distribution payments and then die before receiving all of my benefits?

#### ARTICLE IX TAX TREATMENT OF DISTRIBUTIONS

What are my tax consequences when I receive a distribution from the Plan?

Can I elect a rollover to reduce or defer tax on my distribution?

**Rollover or Direct Transfer.** 

60-day rollover.

Direct rollover.

Automatic IRA Rollover of Certain Account Balances

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ARTICLE X LOANS

Is it possible to borrow money from the Plan?

#### ARTICLE XI PROTECTED BENEFITS AND CLAIMS PROCEDURES

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How do I submit a claim for Plan benefits?

What if my benefits are denied?

What is the claims review procedure?

What are my rights as a Plan Participant?

What can I do if I have questions or my rights are violated?

## ARTICLE XII GENERAL INFORMATION ABOUT THE PLAN

Plan Name

Plan Number

**Plan Effective Dates** 

Merged plan.

**Other Plan Information** 

Plan Year.

**Employer Information** 

**Plan Administrator Information** 

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# APPENDIX PLAN LOAN POLICY