

# Your Retirement Plan

***The ultimate goal of everyone who holds a job is to eventually stop working! At some point, each of us would like to retire and do the things we didn't have time to do while working.***

Westminster believes that after years of service to the College, you deserve the opportunities retirement provides. That's why Westminster contributes generously to the retirement plan of your choice.

## **How your retirement plan contributions work**

If you contribute nothing, Westminster will contribute 7% of your annual earnings to your choice of one of two retirement plans. However, if you make even a small contribution...

<b><i>If you contribute</i></b>	<b><i>Westminster will add another</i></b>	<b><i>Making your total contribution</i></b>
2%	8%	10% of your annual earnings
4%	10%	14% of your annual earnings

All contributions you make to your retirement plan lower your income tax bill because your contributions are not taxed when you make them.

***Your retirement plan makes saving and investing EASY! All you need to do is complete an enrollment form. Enrollment forms are available in the Human Resources office.***

The retirement plan is designed to encourage you to save for retirement and build for the future.

- Ⓢ **It's automatic** – Your contributions are automatically deducted from your paycheck.
- Ⓢ **It's profitable** – When Westminster contributes to your account, you earn a return automatically.
- Ⓢ **It's tax-deferred** – Your contributions are deposited in your account before taxes come out, lowering your taxable income.
- Ⓢ **It's yours** – If you leave Westminster for any reason, you can take your retirement account with you.

# Tuition Remission

***One of the best benefits you have working for Westminster College is the opportunity for you and your eligible dependents to attend school here – one of the most renowned colleges in the West!***

Westminster believes in its product – EDUCATION! And as an employee of Westminster, you and your eligible dependents can enroll in classes, enhance your education, or get a degree.

## **Here's how tuition remission works**

In all cases, you and your eligible dependents must follow the same application requirements as any other prospective student. Once you have completed the eligibility waiting times below and have made application to and have been accepted by the Westminster College Admissions Office, your tuition remission benefits will be as follows:

<b><i>Eligibility</i></b>	<b><i>Waiting Times</i></b>	<b><i>Tuition Covered</i></b>	<b><i>Books &amp; Fees</i></b>
For You	90 days as an eligible employee	See HR For Policy	Paid in full by you
For your eligible dependents	One year as an eligible employee	See HR For Policy	Paid in full by you

**NOTE:** You MUST complete the above waiting times PRIOR to the day classes start in order to be eligible for tuition remission for that semester.