## Defined Contribution Retirement Plan (Base Plan)

<table>
<thead>
<tr>
<th>Who is eligible?</th>
<th>When can I participate?</th>
<th>Institute Contributions</th>
</tr>
</thead>
</table>
| Faculty, Key Staff, Employees | Immediately | Under Age 55  
• 8.3% of salary up to the SSWB²  
• 14% of salary over the SSWB of $118,500  
Over Age 55  
• 12.3% of salary up to the SSWB  
• 18% of salary over the SSWB of $118,500 |
| Staff Employees | First of the month following 6 months of employment | • 1 – 10 years of service = 5%  
• 10+ years of service = 8%  
• Age 50 and 10+ years of service = 12% |
| Postdoctoral Scholars* | First of the month following 2 years of employment | • 1 – 10 years of service = 5%  
• 10+ years of service = 8%  
• Age 50 and 10+ years of service = 12% |

1. The maximum compensation used for calculating the contribution is $265,000 in 2016.
2. SSWB = Social Security Wage Base ($118,500 in 2016).

*Fellowship stipends distributed by Caltech are not considered “salary” eligible for Institute contributions.

## 403(b) Tax Deferred Account (TDA) Plan (Voluntary Retirement Savings Plan)

<table>
<thead>
<tr>
<th>Who is eligible?</th>
<th>When can I participate?</th>
<th>Institute Contributions</th>
<th>Participant Contributions</th>
<th>When am I vested?</th>
</tr>
</thead>
</table>
| Faculty, Key Staff, Employees  
Staff Employees  
Postdoctoral Scholars*  
Graduate Students* | Immediately | No Institute contributions | $18,000 in 2016² | Immediately at 100% |

²For the 2016 plan year the IRS basic limit is $18,000. This limit may be reduced for some participants because it must also take into account the contributions received under the Caltech Base Plan. Other IRS catch-up amounts will also affect the basic limit by increasing it and allowing participants to save additional amounts such as $6,000 for the age-50 catch-up and $3,000 for the 15-year catch-up.

*Fellowship stipends distributed by Caltech are not considered “salary” eligible for pre-tax deferral savings.

## 457(b) Deferred Compensation Plan

<table>
<thead>
<tr>
<th>Who is eligible?</th>
<th>When can I participate?</th>
<th>Institute Contributions</th>
<th>Participant Contributions</th>
<th>When am I vested?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty, Key Staff Employees</td>
<td>Annual salary must be at or above the annual threshold ($225,900 in 2016)</td>
<td>No Institute contributions</td>
<td>$18,000 in 2016⁴</td>
<td>Immediately at 100%</td>
</tr>
</tbody>
</table>

⁴No catch-up contributions available for this plan.

You can obtain additional detailed information regarding Institute retirement plans, enrolling and making changes to your contribution amount by visiting www.tiaa-cref.org/caltech.