



Texas Biomedical Research Institute Amended Retirement Plan And Trust

Texas Biomed provides a defined contribution through a 403(b) plan. The plan is available to all eligible employees immediately upon employment.

Texas Biomed contributes an amount equal to 7% of the employee's gross pay each payday. The Institute's contribution increases to 8% after 5 years of service, and 9% after 10 years.

Texas Biomed contributions are used to purchase annuities from the Teachers Insurance and Annuity Association and/or College Retirement Equities Fund (TIAA-CREF).

Texas Biomed contributions and earnings will be 100% vested after 3 years of eligible service.

Annuity Contract Purchase Plan (Supplemental Retirement Annuity)

An optional plan through which voluntary contributions are used to purchase fully vested tax-deferred annuities. This plan is available to all eligible employees immediately upon employment. Plan contributions can be a fixed dollar amount or a percentage and are limited only by the amount of salary that can be tax-deferred under IRS regulations. The maximum contribution amount in 2018 is \$18,500 plus \$6,000 for catch-up contributions for employees who will be 50 during the plan year.

Texas Biomed makes no contributions to the Annuity Contract Purchase Plan.