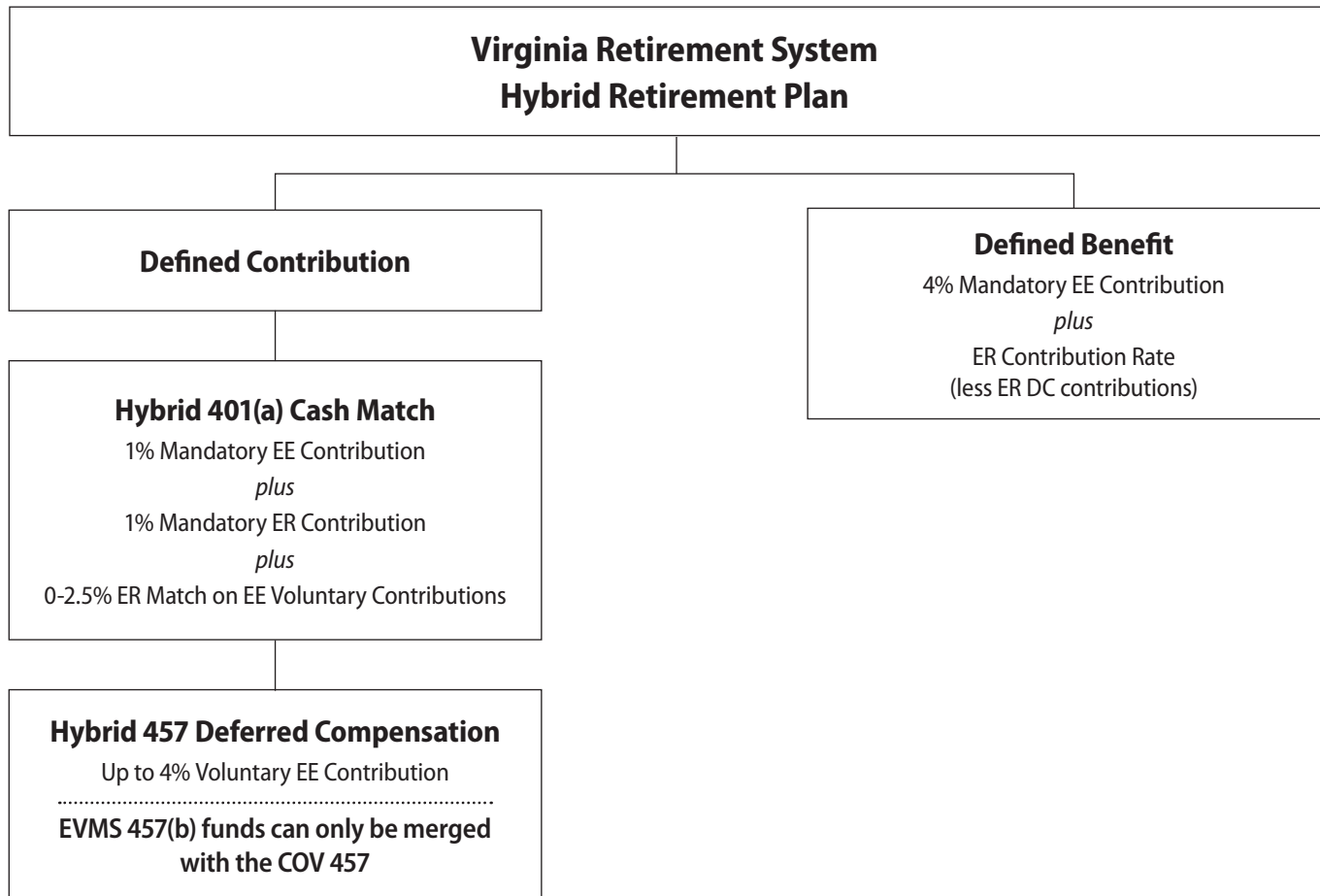
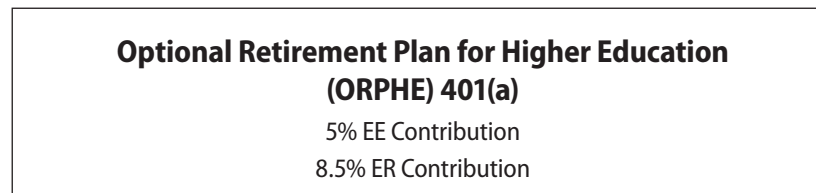


AP/TR Faculty Retirement Plans

Mandatory Retirement Option 1

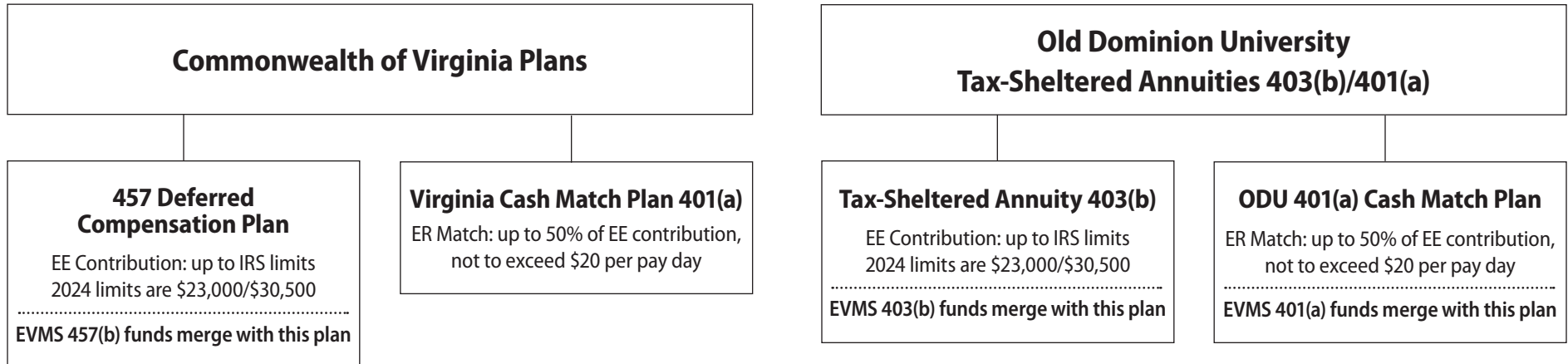


Mandatory Retirement Option 2



EE: Employee
ER: Employer

Voluntary Retirement Options



*Employees in the VRS Hybrid Retirement Plan must maximize their voluntary contribution into the Hybrid 457 Defined Contribution Plan before they are eligible for an employer match to the COV 457 Plan or the ODU 403(b).

*Employees may only receive one ER match to a supplemental 401(a) Cash Match Plan.

*The annual limit includes any voluntary contributions that Hybrid Retirement Plan members make to the Hybrid 457 Deferred Compensation Plan and another supplemental 457 plan or 403(b) Tax-Sheltered Annuity. Any Roth after-tax or pre-tax contributions made to the Commonwealth of Virginia 457 Deferred Compensation Plan also count towards the limit.

EE: Employee
ER: Employer