

## RETIREMENT BENEFITS

Applicability: This policy applies to all Oak Hill employees.

### **I. State Of Connecticut Retirement Plan.**

Employees hired prior to January 1, 1993 participate in the State Employees Retirement System (SERS). Employees hired after this date are not eligible to participate in SERS.

### **II. Oak Hill Retirement Plan.**

After one year of service, and after attaining age 21, employees hired after December 31, 1992 may participate in Oak Hill's Defined Contribution Retirement Plan through TIAA-CREF. Non-union employees were eligible to participate in this Plan as of January 1, 2001. Union employees were eligible to participate in this Plan effective January 1, 2006. Oak Hill contributes 5% of gross annual earnings and employees choose investment options. Booklets and plan documents will be provided through the Benefits Office at the appropriate time.

### **III. TIAA-CREF Group Supplemental Retirement Plan.**

Oak Hill offers a voluntary tax deferred Group Supplemental Retirement program through TIAA-CREF to all employees. Employees may choose to reduce a percentage or dollar amount of their gross wages each pay period for this program as well as select investment options.

Brochures describing the plan can be obtained through the Benefits Office.

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