

Hire Date	Normal Benefit Formula	Notes
<p>Hire Date before January 1, 2008 (and had worked for Samford University on or after January 1, 1989)</p>	<p><b>1.83% of your Average Final Compensation</b>  <i>PLUS</i>  <b>0.47% of your Average Final Compensation over \$1,250</b>  <i>TIMES</i>  your years of Credited Service, up to a maximum of 25</p>	<p>This is a two-tiered benefit. First tier provides a standard benefit.</p> <p>The second tier benefit depends on your Average Final Compensation over \$1,250</p>
<p>Hire date on or after January 1, 2008, but before January 1, 2010</p>	<p><b>1.83% of your Average Final Compensation</b>  <i>PLUS</i>  <b>0.47% of your Average Final Compensation over the Covered Compensation amount</b>  <i>TIMES</i>  your years of Credited Service, up to a maximum of 25</p>	<p>This is a two-tiered benefit. First tier provides a standard benefit.</p> <p>The second tier benefit will not only depend on Average Final Salary and Credited Service, but also on the applicable Covered Compensation.</p> <p><i>Note that if Covered Compensation exceeds Final Average Compensation, the second-tier benefit will be fully phased out; however, Covered Compensation has no effect on your first tier benefit.</i></p>
<p>Hire date on or after January 1, 2010, or were rehired by Samford University on or after January 1, 2010</p> <p><i>Effective January 1, 2010 any employee hired as an adjunct professor or adjunct faculty member on or after 1/1/2010 will not be eligible to participate in the Plan.</i></p>	<p><b>1.50% of your Average Final Compensation</b>  <i>PLUS</i>  <b>0.47% of your Average Final Compensation over the Covered Compensation amount</b>  <i>TIMES</i>  your years of Credited Service, up to a maximum of 25</p>	<p>This is a two-tiered benefit. First tier provides a standard benefit.</p> <p>The second tier benefit will not only depend on Average Final Salary and Credited Service, but also on the applicable Covered Compensation.</p> <p><i>Note that if Covered Compensation exceeds Final Average Compensation, the second-tier benefit will be fully phased out; however, Covered Compensation has no effect on your first tier benefit.</i></p>

- A. If you began working for Samford University **before January 1, 2008** (and had worked for Samford University on or after January 1, 1989), your monthly Normal Retirement Benefit is calculated using the following formula:

$$\begin{aligned} & 1.83\% \text{ of your Average Final Compensation} \\ & \text{PLUS} \\ & 0.47\% \text{ of your Average Final Compensation over } \$1,250 \\ & \text{TIMES} \\ & \text{your years of Credited Service, up to a maximum of 25} \end{aligned}$$

- B. If you began working for Samford University **on or after January 1, 2008, but before January 1, 2010**, your monthly Normal Retirement Benefit will be calculated using the following formula:

$$\begin{aligned} & 1.83\% \text{ of your Average Final Compensation} \\ & \text{PLUS} \\ & 0.47\% \text{ of your Average Final Compensation over the Covered Compensation amount} \\ & \text{TIMES} \\ & \text{your years of Credited Service, up to a maximum of 25} \end{aligned}$$

- C. If you began working for Samford University **on or after January 1, 2010, or were rehired by Samford University on or after January 1, 2010**, your monthly normal retirement benefit for periods of service on or after January 1, 2010 will be calculated using the following formula:

$$\begin{aligned} & 1.50\% \text{ of your Average Final Compensation} \\ & \text{PLUS} \\ & 0.47\% \text{ of your Average Final Compensation over the Covered Compensation amount} \\ & \text{TIMES} \\ & \text{your years of Credited Service, up to a maximum of 25} \end{aligned}$$

*Effective 1/1/2010 any employee hired as an adjunct professor or adjunct faculty member on or after January 1, 2010 will not be eligible to participate in the Plan.*

**D. Definitions**

- **Average Final Compensation** is the average of your monthly comp for the 5 full consecutive calendar years in the last 10 full calendar years of Credited Service that produce the highest average.
- **Credited Service** is equal to the number of Plan Years in which you are a member of the Plan and complete at least 1,000 Hours of Service.
- **Covered Compensation** is the monthly average of the social security taxable wage bases for the 35-year period ending with the year in which you reach your social security retirement age.

