

**Bowdoin College Retirement Plan
Notice to Active Participants and Alternate Payees**

This notice contains important information regarding changes to your future benefits under the Bowdoin College Retirement Plan (the "Plan"). Please read this information carefully and feel free to contact Tamara Spoerri at (207) 725-3838 with any questions.

Current Plan Formula

Currently, the College makes a contribution to the Plan on your behalf for each Plan Year (July 1-June 30). The amount of the contribution is the sum of:

- (a) The amount calculated according to the following schedule:

<u>Your Age*</u>	<u>Amount of Contribution for the Plan Year</u>
26-49	10.12% of your compensation
50 or older	12.13% of your compensation

* For the first year in which you participate in the Plan, your age is determined as of the date you begin participation. Thereafter, your age is determined at the end of each pay period.

PLUS

- (b) An amount equal to 4.3% of your compensation, if any, that exceeds six tenths (0.6) of the Social Security Wage Base (the maximum amount on which FICA taxes are imposed each year). For 2020, six tenths of the Social Security Wage Base is \$82,620.

Change to Plan Formula

The Plan will be amended to reduce the amount of College contributions. The amendment will be effective September 1, 2020 for exempt employees and September 14, 2020 for non-exempt employees. The new amount of the College contribution will be the sum of:

- (a) The amount calculated according to the following schedule:

<u>Your Age*</u>	<u>Amount of Contribution for the Plan Year</u>
26-49	5.06% of your compensation
50 or older	6.065% of your compensation

* For the first year in which you participate in the Plan, your age is determined as of the date you begin participation. Thereafter, your age is determined at the end of each pay period.

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- (b) An amount equal to 2.15% of your compensation, if any, that exceeds six tenths (0.6) of the Social Security Wage Base (the maximum amount on which FICA taxes are imposed each year). For 2020, six tenths of the Social Security Wage Base is \$82,620.

The current plan formula will continue to apply to contributions made with respect to your compensation earned through August 31, 2020 (for exempt employees) or September 13, 2020 (for non-exempt employees). The new plan formula will apply to contributions made with respect to your compensation earned after the date that applies to you, for the 2020 Plan Year, and for future years unless or until the Plan is amended again. The Plan amendment will **not** result in the loss of any amount in your Plan account, or affect your other rights under the Plan. Your account will continue to be invested in the vehicles you select and will be paid in accordance with the terms of the Plan.

Effective September 1, 2020, the amendment will also remove from the Plan a minimum contribution formula that provided a transition for certain participants when the Bowdoin College Retirement Plan for Officers of Instruction and Officers of Administration was frozen in 1989. This alternate formula no longer benefits any participants.

This notice is designed to satisfy Bowdoin College's obligation to notify you of a reduction in your rate of future benefit allocations as required by Section 204(h) of the Employee Retirement Income Security Act, as amended ("ERISA"), and Section 4980F of the Internal Revenue Code of 1986, as amended. It is intended to explain the changes to the Plan in non-technical terms. Please note that if there are any discrepancies between the information provided in this notice and the Plan document, the terms of the Plan document will govern. Participation in the Plan is not a guarantee of continuing employment.