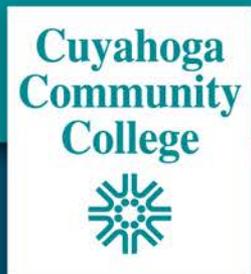


Retirement Plans

As an employee of a public higher education institution, you belong to a retirement plan that is part of a public retirement system or Alternative Retirement Plan, rather than Social Security. You and the College both make contributions to your retirement benefit at a rate specified by Ohio Revised Code.



Mandatory Retirement Plans

Faculty employees participate in the State Teachers Retirement System of Ohio (STRS). All other employees participate in the Ohio Public Employees Retirement System of Ohio (OPERS). Full-time employees may elect to contribute to an Alternative Retirement Plan (ARP) in lieu of STRS/OPERS.

Voluntary Retirement Plans

Two voluntary retirement savings plans, 403(b) and 457(b), are defined contribution plans. Both are tax-deferred, defined contribution retirement savings plans designed for long-term savings.