

**Cold Spring Harbor Laboratory  
Defined Contribution  
Retirement Plan  
Summary Plan Description**

This document provides each Participant with a description of the Institution's Defined Contribution Retirement Plan.

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This summary only highlights the major provisions of the Cold Spring Harbor Laboratory Defined Contribution Retirement Plan and is not intended as a substitute for the Plan document.

You also can receive information by calling 800 TIAA-CREF 1-800 842-2776, or by logging on to [www.tiaa-cref.org](http://www.tiaa-cref.org).

**3. Who is eligible to participate in the Plan?**

Until December 31, 2010, all eligible employees of the Institution were eligible to participate in the Plan, except temporary or leased employees, or graduate students, whether or not such graduate students were common law employees. (Graduate students generally do not qualify as common law employees.) The Plan was frozen to new participants with respect to both con

**6. What contributions were made?**

No contributions will be made for Plan years beginning after December 31, 2010. For Plan years prior to the Plan year commencing January 1, 2011, contributions were made automatically by the Institution to the Funding Vehicles that each participant chose at the rates indicated below, based on the amount of your earned Compensation as of the date you entered the Plan

the Code. This limit was \$49,000 for 2010 or 100% of compensation, whichever was less. For purposes of this limit, amounts contributed under all plans of the Institution (including the Cold Spring Harbor Laboratory Tax-Deferred Annuity Plan) had to be combined. Since no contributions are currently being made under the Plan, you will not have to consider the Plan when determining your total contributions. If you have questions about these limits, contact Human Resources or the Fund Sponsor.

**8. Are my Plan contributions vested (i.e., owned by me)?**

You were fully vested in your Plan benefit once the contributions were made under the Plan. Such amounts are nonforfeitable. Note, the actual amount you receive upon distribution of your benefit may be greater or less than the initial contributions, based on earnings and losses on account of the investment of such contributions.

**9. When does my retirement income begin?**

You may begin to receive your Plan benefit at any time after termination of employment or while you are still employed, but only after attaining age 65, which is the normal retirement age under the Plan.

Retirement benefits normally must begin no later than April 1 of the calendar year following the year in which you attain age 70½ (age 72 if you attain age 70 ½ on or after January 1, 2020) or, if later, April 1 following the calendar year in which you retire. Failure to begin benefit payments by this required beginning date may subject you to a substantial federal tax penalty.

If the participant died before December 31, 2019 and before distribution of benefits had begun, the participant's entire interest must normally be distributed by December 31 of the fifth calendar year after their death. If you, as Participant, die after December 31, 2019, your Plan benefits will be distributed within 10 years of your death, whether or not distributions of your Plan benefits had begun prior to your death. Under a special rule, death benefits may be payable over the life or life expectancy of a designated beneficiary if the distribution of benefits begins not later than December 31 of the calendar year immediately following the calendar year of your death, provided the designated beneficiary is your spouse, minor child, a beneficiary who is disabled or chronically ill, or an individual who is within 10 years of your age. If the designated beneficiary is your spouse, the commencement of benefits may be deferred until December 31 of the calendar year that you would have attained age 70 1/2 (age 72 if you attain age 70 ½ on or after January 1, 2020) had you continued to live.

The payment of benefits according to the above rules is extremely important. Federal tax law imposes a 50 percent excise tax on the difference between the amount of benefits required by law to be distributed and the amount actually distributed if it is less than the required minimum amount.

You will normally be contacted several months before the date you scheduled your benefits to begin on your application. You may decide, however, to begin receiving income sooner, in which case you should notify the Plan Administrator or TIAA-CREF

in advance of that date. Usually, the later you begin to receive payments, the larger each





required if you are legally separated or you have been abandoned (within the meaning of local law) and you have a court order to such effect.

The spousal consent must specifically designate the beneficiary or otherwise expressly permit designation of the beneficiary by you without any further consent by your spouse. If a designated beneficiary dies, unless the express right to designate a new one has been consented to, a new consent is necessary.

A consent to an alternative form of benefit must either specify a specific form or expressly permit designation by you without further consent. A consent is only valid so long as your spouse at the time of your death, or earlier benefit commencement, is the same person as the one who signed the consent.

If a QDRO establishes the rights of another person to your benefits under the Plan, then payments will be made according to that order. A QDRO may preempt the usual requirements that your spouse be considered your primary beneficiary for a portion of the accumulation.

**12. Who qualifies as a spouse?**

Under the Plan your spouse is the person to whom you are legally married, and will be determined in accordance with applicable Treasury Regulations (12.)24 -2.17 Td4(pra)4(bl)66(n)-46( t)-6(o)-41 mf ( P)-4(l)-2(a)4(n )-10(y)20-1( ahou( be) 41(e)4(t )-10(1)4c)-20(y)2-Hum y a-2(he)csp w6( porm )-

Yes, subject to your spouse's rights to survivor benefits (see Question 11), for TIAA participants between ages 55 and 69½ with a TIAA Traditional Annuity accumulation of at least \$10,000. Under the TIAA Interest Payment Retirement Option (IPRO), you will receive monthly payments equal to the interest (guaranteed plus dividends) that would otherwise be credited to your TIAA Traditional Annuity. Payments will be made at the end of each month. Your accumulation is not reduced while you are receiving interest payments.

Payments under the IPRO will consist of the contractual interest rate (currently 3 percent), plus dividends as declared by TIAA's Board of Trustees. Dividends are declared each March for the following 12-month period and are not guaranteed after the 12-month



**20. May I receive benefits while still employed if I become disabled?**

You may receive benefits before you terminate employment if you become disabled.



## **Part II: Information About The Fund Sponsors – Investing Your Contributions**

### **1. What Fund Sponsors and Funding Vehicles are available under the Plan?**

Contributions may be invested in one or more of the following Fund Sponsors and their Funding Vehicles that are currently available under the Plan:

A. Teachers Insurance and Annuity Association (TIAA):

**TIAA Retirement Annuity (RA):**

Traditional Annuity  
Real Estate Account

B. College Retirement Equities Fund (CREF):

**CREF Retirement Unit-Annuity (RA):**

Stock Account  
Money Market Account  
Bond Market Account  
Social Choice Account  
Global Equities Account  
Growth Account  
Equity Index Account  
Inflation-Linked Bond Account

For more information about the Funding Vehicles, log on to [www.tiaa-cref.org](http://www.tiaa-cref.org) or call 1-800-842-2733.

Any additional Accounts offered by TIAA-CREF will automatically be made available to you under the Plan unless the Institution elects otherwise.

The current selection of Fund Sponsors and Funding Vehicles is not intended to limit future additions or deletions of Fund Sponsors and Funding Vehicles. You'll be notified of any additions or deletions.

### **2. How do the retirement contracts work?**

**TIAA Traditional Annuity:** Contributions to the TIAA Traditional Annuity were used to purchase a contractual or guaranteed amount of future retirement benefits for you. The guaranteed benefit of principal plus interest cannot be decreased, but it can be increased by dividends. Once you begin receiving annuity income, your accumulation will provide an income consisting of the contractual, guaranteed amount plus dividends that are declared each year and which are not guaranteed for the future. Dividends may increase or decrease, but changes in dividends are usually gradual. For a recorded message of the current interest rate for contributions to the TIAA Traditional Annuity, call the

Automated Telephone Service (ATS) at 1 800 842-2252. The ATS is available 24 hours a day, seven days a week.

**CREF and the TIAA Real Estate Account:** You have the flexibility to accumulate retirement benefits in any of the CREF variable annuity accounts approved for use under the Plan, as indicated above, and the TIAA Real Estate Account. Each account has its own investment objective and portfolio of securities. Contributions to a CREF account and the TIAA Real Estate Account are used to buy accumulation units, or shares of participation in an underlying investment portfolio. The value of the Accumulation Units changes each business day. You may also choose to receive annuity income under any of the CREF accounts and the TIAA Real Estate Account. There is no guaranteed baseline income or declared dividends when you receive annuity income from these accounts. Instead, your income is based on the value of the annuity units you own, a value that changes yearly, up or down. For more information on the CREF accounts, you should refer to the CREF prospectus. For more information about the TIAA Real Estate Account, refer to the TIAA Real Estate Account prospectus.

For a recorded message of the latest accumulation unit values for the CREF Accounts and TIAA Real Estate Account, as well as the seven-day yield for the CREF Money Market Account, call the ATS at 1 800 842-2252. You may also get this information by logging on to [www.tiaa-cref.org](http://www.tiaa-cref.org). The recording is updated each business day.

### **3. How do I allocate my contributions?**

The Plan was frozen with respect to new contributions for Plan years beginning after December 31, 2010. Prior to the Plan freeze you allocated new contributions among the TIAA Traditional Annuity, the TIAA Real Estate Account, and the CREF Accounts in any whole-ly eh buse



TIAA Traditional Annuity accumulations may be transferred to any of the CREF accounts and TIAA Real Estate Account through the Transfer Payout Annuity (TPA). Transfers will be made in substantially equal annual amounts over a period of 10 years. Transfers made under the TPA contract are subject to the terms of that contract. The minimum transfer from the TIAA Traditional Annuity to a CREF account or the TIAA Real Estate Account is \$10,000 (or the entire accumulation if it totals less than \$10,000). However, if your total TIAA Traditional Annuity accumulation is \$2,000 or less, you can transfer your entire TIAA Traditional Annuity accumulation in a single sum to any of the CREF accounts or the TIAA Real Estate Account, as long as you do not have an existing TIAA TPA contract in force.

You may complete transfers within the TIAA-CREF system either by phone or in writing or online. CREF and TIAA Real Estate Account transfers, as well as premium allocation changes, will be effective as of the close of the New York Stock Exchange (usually 4:00 p.m. Eastern time) on the day the instructions are received by TIAA-CREF, unless you choose the last day of the current month or any future month. Instructions received after the close of the New York Stock Exchan



Resources Officer



If the Plan fiduciaries misuse the Plan's money, or if you're discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay