



TO: Participants in the Rider University 403(b) Plans (Defined Contribution Retirement Plans)

FROM: Mona M. Marder, Director of Compensation and Benefits

RE: **2009 Limits on Elective Deferrals**

DATE: November 17, 2008

The Rider Tax Deferred Annuity Plan and Group Retirement Annuity are defined contribution 403(b) plans in which you may elect to make pre-tax contributions that are tax-deferred until they are distributed to you. The Plan is an excellent vehicle for you to defer paying federal income taxes (and, in some cases, state taxes) and provides opportunities for you to increase your retirement savings each year.

Your total pre-tax contributions under the Plan and your pre-tax contributions under any other 403(b) plan or 401(k) plan in which you participate in a calendar year are limited under the Internal Revenue Code of 1986, as amended (the "Code"). This annual limit may be adjusted from time to time to reflect cost-of-living increases. The purpose of this memorandum is to advise you of the annual limit and to remind eligible employees about the potential to elect additional age 50 "catch-up" contributions (which are also pre-tax contributions that are tax-deferred). Age 50 "catch-up" contributions are available if you will be at least 50 years old by the end of a plan year and you have made the maximum permissible pre-tax contributions to the Plan for the year.

The annual limit on pre-tax contributions for 2009 is \$16,500. The annual limit on age 50 "catch-up" contributions for 2009 is \$5,500. As a result, the maximum pre-tax contribution, including the age 50 "catch-up" contribution, that you can make for 2009 is \$22,000. **Please be advised that if you are interested in making additional contributions under the age 50 "catch up" contribution option, you must elect this feature each year.** In addition, participants who have been employed at Rider University for at least 15 years may be eligible to contribute more than the amounts described above. If you are interested in deferring the maximum amount, please call TIAA-CREF at 1-800-842-2776 and request a calculation on your behalf.

If you wish to elect the age 50 "catch-up" contribution for 2009 or the maximum amount under the 15-year rule, please contact Cynthia Groman on extension 7282 to schedule an appointment with me to complete the necessary paperwork. If you have any questions concerning the Plan, please contact me on extension 7286.