

TMU Regulations for the Implementation of the Faculty and Staff's Pension Fund

- Article 1 In order to improve the welfare and retirement living of the faculty and staff, the University sets up “TMU Regulations for the Implementation of the Faculty and Staff’s Pension Fund” (hereinafter referred to as these “Regulations”).
- Article 2 The full-time school faculty and staff can voluntarily participate in these Regulations.
- Article 3 The sources of funds for these Regulations are as follows:
1. The faculty and staff: Certain amount of fund will need to be withheld from each employee's monthly salary (the minimum amount must not be less than the monthly school subsidy). The Office of Human Resource will make a list of it and inform the Office of Finance and Cashier Section so the fund can be withheld as the monthly salary is paid.
 2. School subsidy: The school sets a cap on the total amount of subsidy according to its financial conditions and subsidizes a certain amount of fund for the faculty and staff per month; however, in the event of financial problems or disputes, the total amount set by these Regulations may be suspended or adjusted.
 3. Operating income and interests of the Fund.
 4. Sponsoring donation to the Fund.
- Article 4 The University shall establish special accounts for these Regulations. Each applicant’s account shall be recorded separately (the balance of each account shall equal the sum of item 1 to 4 from Articles 3).
- Article 5 The granting criteria of the Fund are as follows:
1. When retiring or being dismissed, the faculty and staff members shall, at their sole discretion, withdraw the fund at once or choose the annuity method to support themselves.
 2. If the applicant has resigned but not yet retired:
 - (1) Those who have been enrolled for less than five years shall receive the sum of item 1 and 3 stated in Articles 3.
 - (2) Those who have been enrolled for more than (including) five years but

less than ten years shall receive the sum of items 1, 3, and 50% of item 2 stated in Articles 3.

(3) Those who have been enrolled for more than (including) ten years shall receive the same amount as in the retirement cases.

Article 6 The recognition of service years and the grant of the fund shall be reckoned from the starting date of employment. Those who re-enroll after opt-out shall be reckoned from the re-enrolling date.

Article 7 When the faculty and staff members are on leave of absence, the withholding and subsidy will stop until the reinstatement.

Article 8 The grant of the Fund shall be conducted one month prior to the date of the application for retirement or resignation.

If the participant choose the annuity method, he/she can apply for an annuity payment after the application.

Article 9 If the party dies, the value of the insurance or the unpaid annuity shall be inherited by the legal heir.

Article 10 The right to claim the pension, severance pay, or compensation shall not be seized, transferred, or pledged except for the repayment of the debt owed to the school.

Article 11 The right to claim the pension will be annulled if it is not exercised within five years from the date of the pension request.

Article 12 Related affairs of these Regulations shall be undertaken by the Office of Human Resource and supervised by the Welfare Committee.

Article 13 The enforcement rules for the operating income and interests of the Fund shall be stipulated otherwise.

Article 14

The Regulations have been ratified and enacted by the University

Meeting; all amendments shall be made according to the aforementioned procedure.

*** The Chinese version of the regulations shall prevail in case of any discrepancy or**

inconsistency between Chinese version and its English translation.