

The University of North Carolina Optional Retirement Program

REEMPLOYMENT BY UNIVERSITY

Vested in employer contributions at termination	Receives a distribution of entire ORP account	Upon rehire into an eligible ORP position, may elect to participate in ORP and is fully vested
Vested in employer contributions at termination	Does not receive a distribution of entire ORP account	Upon rehire into an eligible ORP position, shall become reenrolled in ORP and is fully vested
Not vested in employer contributions at termination	Receives a distribution of entire ORP account	Upon rehire into an eligible ORP position, may elect to participate in ORP and credit toward vesting begins upon date of rehire
Not vested in employer contributions at termination	Does not receive a distribution of entire ORP account	Upon rehire into an eligible ORP position, shall become enrolled in ORP and credit toward vesting begins upon date of rehire

Vested in ORP Employer Contributions Upon Termination of Employment	Receives Distribution of Entire ORP Account Before Subsequent Reemployment	TSERS or ORP Election Option Upon Reemployment	Vesting Status in ORP Employer Contributions Upon Reemployment
Yes	Yes	TSERS or ORP	Fully vested
Yes	No	ORP	Fully vested
No	Yes	TSERS or ORP	Starts over
No	No	ORP	Starts over