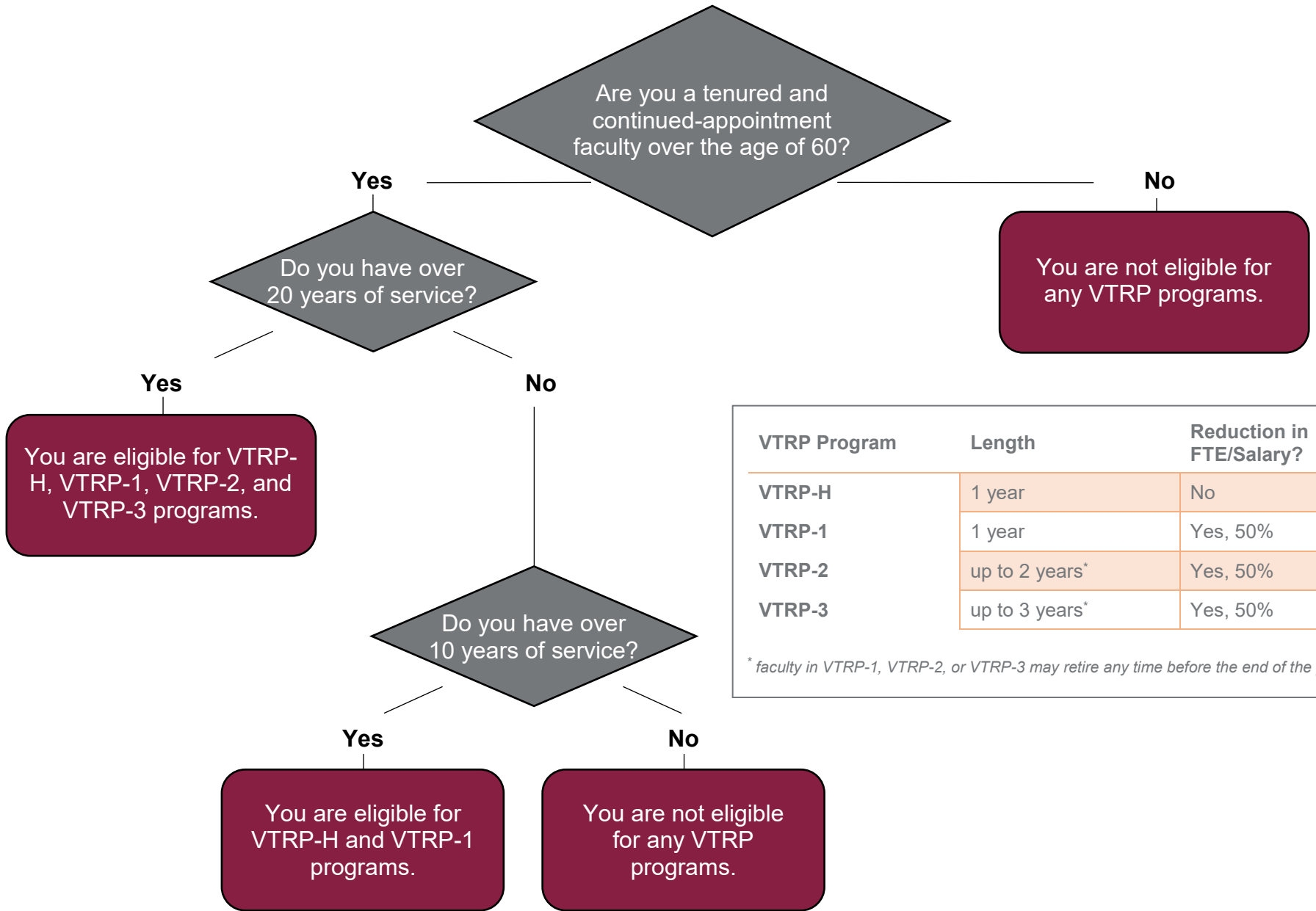


VOLUNTARY TRANSITIONAL RETIREMENT PROGRAM (VTRP)



VTRP Program	Length	Reduction in FTE/Salary?
VTRP-H	1 year	No
VTRP-1	1 year	Yes, 50%
VTRP-2	up to 2 years*	Yes, 50%
VTRP-3	up to 3 years*	Yes, 50%

* faculty in VTRP-1, VTRP-2, or VTRP-3 may retire any time before the end of the program term.

Eligible faculty members who participate in any VTRP option and are still under the age of 65 at the conclusion of their transition program will remain eligible to continue health insurance coverage under a Virginia Tech plan until the age of 65.



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