

Universal Availability Notice Colorado State University 403(b) Plan

Colorado State University (CSU) is a public education institution eligible to offer a voluntary retirement savings program as described under section 403(b) of the Internal Revenue Code (also referred to as a "403(b) Plan"). This notice is to make you aware of the 403(b) Plan and provide enrollment information. Under the 403(b) plan, eligible employees may contribute on a pre-tax basis, in which investment earnings grow tax-deferred until they are distributed. The employee is responsible for investigating and selecting an investment service program (vendor) and investments from among the vendors available under the plan.

Who is eligible?

- All non-student employees can participate in CSU's 403(b) Plan through Fidelity Investments, TIAA-CREF and VALIC (see vendor information below).
- All employees can participate in PERA'S 457 Plan and/or PERA's 401(k) Plan.

For information regarding PERA 457 Plan or 401(k) Plan, you may contact PERA at 800-759-7372 or click here for the [PERA](#) website.

How do I enroll?

Eligible employees may begin participation in the Plan at any time. To enroll in the Plan, an eligible employee must complete both (1) an approved vendor's application to open an account (see vendor information below) and (2) a Voluntary Tax-Deferred Investment Election Form (TDI)*. You can obtain a voluntary TDI election form from the Benefits Office or on-line at the [CSU Human Resource Services Website](#).

*The TDI form must be received in the Benefits Office by the 10th of the month to enroll or make contribution changes. Employees can cancel or change their contributions at any point in time.

Why contribute to a 403(b) Plan?

- **Lower taxes today**-you contribute before taxes are calculated thus lowering your taxable income
- **Tax deferred growth**-earnings on your contributions grow tax-deferred until distributed
- **You take initiative**-contributing to a 403(b) retirement plan can help you take control of your future

How much can I contribute?

Per IRS regulations the current annual contribution limit is \$16,500. For employees age 50 and older, an additional \$5,500 catch up contribution is permitted. Contributions can be either a percentage of salary or flat dollar amount (see the TDI form for limitations based upon your employment status i.e. 9-month, 12-month etc.). Please keep in mind that the IRS may change these limits annually; for current information visit the [IRS](#) website.

Where may I contribute?

Eligible employees can direct their 403(b) contributions to any CSU approved vendor. The approved vendors for the 403(b) Plan are: (click on name of vendor to go to their website)

- [Fidelity Investments](#) (800-343-0860)
- [TIAA-CREF](#) (800-842-2776)
- [VALIC](#) (800-448-2542)

You may contact the CSU Benefits Office for additional information at 970-491-6737.

Note: Keep in mind that 403(b) plans have tax and investment consequences and this notice should not be regarded as tax, investment or legal advice. It is provided as a source of information and if legal, tax or other professional advice is required, please consult with your personal certified advisor.