

CALIFORNIA STATE UNIVERSITY 403(B) TAX SHELTERED ANNUITY PROGRAM UNIVERSAL AVAILABILITY NOTICE

California State University (CSU) (the “employer”) provides you with the opportunity to save for your retirement through the California State University 403(b) Tax Sheltered Annuity (“TSA”) Program (the “Plan”). CSU would like you to know more about how you can participate in the 403(b) through Fidelity Investments. You have the opportunity to enroll in the program, direct contributions, and review plan information by accessing Fidelity NetBenefits at www.NetBenefits.com/Calstate.

All TSA enrollments and deferral changes (stop, start, increase and/or decrease) are designated by employees via Fidelity NetBenefits. Whether you want to enroll in the Program, or you are already enrolled but wish to change the amount of your deferral, you can accomplish your goal by completing the online process via Fidelity NetBenefits. Additional information about the Program is located on the Fidelity NetBenefits website.

Eligibility

All employees of California State University, who receive compensation reportable on an IRS Form W-2, are eligible to participate in the 403(b) program, including rehired annuitants.

The program has a minimum contribution of \$15 per month. You are eligible to make changes to your elective deferral on a monthly basis. The cutoff date to make changes in Fidelity Netbenefits is the fifth (5th) of each month, before 9:00 pm (Pacific).

Please take a moment to review the plan information within Fidelity NetBenefits website before enrolling. Once you are enrolled, you may review and change the amount of your contributions and your investment allocations at any time. Please note: fund investment selections are now made directly through Fidelity Netbenefits. You may open a 403(b) account by accessing the Fidelity Netbenefits website or by calling to speak with a Fidelity Service Center Representative at (800) 343-0860.

The Internal Revenue Service (IRS) limits the amount you may defer under this and other plans in any tax year. For 2019, note the following:

- Contribute up to \$19,000 in the 403(b) Program through Fidelity NetBenefits
- Contributions to a 403(b) and a 401(k) plan in the same tax year are limited to \$19,000 combined
- Eligible employees age 50 and older may contribute up to an additional \$6,000 per year
- Employees with 15 or more years of service with CSU may be eligible to contribute an additional \$3,000 per year, for up to five years, for a “catch-up” lifetime limit of \$15,000. To participate, employees must complete the Maximum Contribution Worksheet and submit to the campus benefits officer.

Participants may contribute to both a 403(b) and a 401(k) plan in the same tax year, however, combined contributions across both plans cannot exceed \$19,000. If you do participate in more than one 403(b) and/or 401(k) plan, you are responsible for tracking the amount of all of your contributions to the plans so that the total amount of all your contributions to all plans in which you participate do not exceed the limit. Note also that the sum of all of your contributions, and those of your employers, to all 403(b) and 401(k) plans that you participate in is generally limited to the lesser of \$55,000 or 100% of your compensation in 2019.

You can also obtain additional information about the Plan from your campus benefits office.