University Retirement Plan 2026 Annual 403(b) Notice

Universal Availability Important Information Regarding Your Opportunity to Participate in the University's 403b Retirement Plan.

For Part-Time and Temporary Employees, Graduate Assistants, Student Workers, Extra Help Employees and All Other Employees in Non-Benefits-Eligible Positions

All non-benefits-eligible employees on the University payroll are eligible to participate in unmatched 403b employee contributions on a voluntary basis. Non-benefits-eligible employees do not receive employer contributions to their retirement accounts. Voluntary unmatched employee contributions may be made with TIAA and Fidelity Investments, the University's Retirement Plan recordkeepers. Within IRS limits, employees may begin, increase, decrease, or end contributions. Participants may make multiple changes during the year with those actions effective at the first of the month following the change request. Employee contributions may be made on a before-tax or a Roth basis. Please contact your campus HR Office for additional details, enrollment information and assistance.

For Benefits-Eligible Employees Enrolled in the APERS or ATRS Retirement Systems or in Other Group Plans

All employees on the University payroll who are enrolled in the State of Arkansas APERS, ATRS or other retirement systems are eligible to participate in unmatched 403b employee contributions on a voluntary basis. Such participants do not receive employer contributions to their University Retirement Plan accounts. Voluntary unmatched employee contributions may be made with TIAA and Fidelity Investments, the University's Retirement Plan recordkeepers. Within IRS limits, employees may begin, increase, decrease, or end contributions. Participants may make multiple changes during the year with those actions effective at the first of the month following the change request. Employee contributions may be made on a before-tax or a Roth basis. Please contact your campus HR Office for additional details, enrollment information and assistance.

For Benefits-Eligible Employees in the University Retirement Plan

Benefits-eligible employees enrolled in the University 403b Retirement Plan may make employee contributions on a before-tax or a Roth basis, and will be matched in accordance with the University of Arkansas employer contribution schedule. Within IRS limits, employees may increase or decrease their voluntary contributions. Participants may make multiple changes during the year with those actions effective at the first of the month following the change

request. Please contact your campus HR Office for additional details, enrollment information and assistance.

Aggregation of Maximum Contribution Limit When You Control Another Employer

Federal law limits the total amount that may be contributed on your behalf to the University of Arkansas 403(b) Plan and any other retirement plan. The contributions to certain other retirement plans may need to be aggregated with contributions to the University of Arkansas 403(b) Plan to verify the maximum annual limit is not exceeded. This notice informs you of your responsibility to provide information to the University regarding your control or ownership of other entities that maintains a plan in which you participate. **Failure to provide necessary and correct information to the University (your campus HR Office) could result in adverse tax consequences for you.**

Contributions to the University of Arkansas 403(b) Plan will be aggregated with one or more defined contribution plans if you are deemed to control the employer sponsoring such plans. For aggregation purposes, you are deemed to control a for-profit employer if you own more than 50% (including attribution from others) of ownership interests or profits interests. A defined contribution plan includes:

- Plan qualified under Code section 401(a) (e.g., 401(k) plan), and
- Simplified Employee Pension (SEP) within the meaning of Code section 408(k).

For illustration purposes, suppose you own a separate business which adopts a SEP. For 2026 you make required contributions of $10,000 to the University of Arkansas 403(b) Plan, and elective contributions of $24,500 to the University of Arkansas 403(b) Plan, and your employer makes employer contributions of $20,000 to the University of Arkansas 403(b) Plan, for total contributions of $54,500. You are under age 50. You would like to contribute $20,000 to a SEP of your separate business for the 2026 year. Since the total contributions to the University 403(b) Plan are $54,500, and the maximum total contribution is $72,000 in 2026, the maximum contribution you can make to the SEP is $17,500, and any excess would be an excess annual addition attributable to the 403(b) plan. For this reason, it is critical you notify the University of any other contributions to the plan of a business controlled by you.

The University will coordinate with you to ensure satisfaction of the maximum annual limit for contributions to all retirement plans. Please contact your campus HR Office to provide any pertinent information on control or ownership of other entities or to address any of your questions.

Please contact your campus HR Office for additional details, enrollment information and assistance.

Electronic Delivery of Annual 403(b) Notices

Where possible, the University intends to provide distribution of 403(b) Notices, including the Annual Notice, in electronic format. Notifications will be delivered to University email addresses and will be maintained on the UAS Benefits website at **benefits.uasys.edu**.

When delivered electronically, Notices and other benefits documents will remain available in printed, hard copy format upon request to your campus HR Office.