

Welcome to the University of Arkansas System

We are excited to welcome East Arkansas Community College to the University of Arkansas System (UAS).

Since its inception, UAS has developed a tradition of excellence that includes the state's 1871 flagship, land-grant research university; Arkansas's premier institution for medical education, treatment and research; a major metropolitan university; an 1890 land-grant university; two regional universities serving southern and western Arkansas; seven community colleges; two schools of law; a presidential school; a residential math and science high school; an online university; and divisions of agriculture, archeology and criminal justice.

The individual entities of UAS maintain cooperative strength as well as diverse offerings that provide unmatched educational, economic and social impact to the state, and now the University of Arkansas East Arkansas Community College (UAEACC) will continue its standard of excellence as a key contributor in expanding those opportunities.

Employee Benefits Programs

In January 2025, UAEACC employees will transition into the University of Arkansas Retirement Plan (UARP) and the annual (vacation) leave accrual schedule. UAEACC will transition into all other UAS benefits programs in future open enrollment periods.

University of Arkansas Retirement Plan

The transition into the UARP, a 403(b) defined contribution retirement plan, provides you with an opportunity to review your current retirement plan participation and, if you choose, to make changes.

Please review the information in this letter carefully to ensure you make the right retirement plan decisions. Additional information on the UARP is available at uasys.edu/benefits — make sure to select UAEACC as your campus in the upper-right-hand corner.

Enrollment Options

The UARP provides you access to a variety of investment options that are monitored by an independent third-party fiduciary and some of the lowest recordkeeper fees available. Contributions to the UARP can be made to accounts with TIAA or Fidelity. You may choose to move your enrollment between TIAA and Fidelity, but contributions may flow to only one vendor at a time.

Your contributions to the UARP are 100% vested, and you may elect to change or end voluntary contributions at any time.

If you are enrolled in the East Arkansas Community College 403(b) Contributory Retirement Plan, your participation will transfer to the UARP. You will make the same required contribution to the UARP as you make now, and EACC's contribution to your account will continue without change.

If you are vested in the EACC plan, you will be vested in the UARP. If you are not yet vested, your participation in the EACC plan will be credited toward the two-year vesting requirement in the UARP.

After the final payroll for 2024, no additional contributions will be made to the EACC 403(b) plan with TIAA or Corebridge (previously VALIC). All future contributions will flow to your new accounts with TIAA or Fidelity. Within the plan and fund rules, you may choose to transfer your EACC 403(b) accounts into your new account in the UARP, or you may choose to leave those accounts with your current investment choices.

You will also have the option to make additional voluntary, unmatched contributions to a TIAA or Fidelity account.



If you are enrolled in APERS or ARTRS, you can choose one of these three options:

1. You may continue that enrollment without interruption. You are not required to complete any forms to continue your enrollment.
2. You may continue in APERS or ARTRS and make voluntary, unmatched contributions into the UARP.
3. You may make a one-time, irrevocable decision to move from APERS or ARTRS to the UARP. If you move to the UARP, there is no option to return to APERS or ARTRS participation. We recommend you discuss your plan guidelines and options with a representative of APERS or ARTRS.

If you are employed as a student worker, temporary employee, or in another position that is not eligible for employee benefits, you can make voluntary, unmatched contributions into the UARP.

Complete Enrollment Forms

You must enroll in the UARP during open enrollment, **November 1 – November 30, 2024**. Any elections you make now will take effect on January 1, 2025.

You must complete **one** of the enclosed forms to make UARP elections for January 1, 2025.

Return your completed form to your campus Human Resources office before November 30, 2024.

- **Form A:** For employees enrolled in the EACC 403(b) Contributory Retirement Plan
- **Form B:** For employees enrolled in APERS or ARTRS electing to END participation in APERS or ARTRS
- **Form C:** For employees who are not eligible for other benefits and for APERS or ARTRS participants electing to make voluntary, unmatched contributions to the UARP

If you need assistance or have questions about your current retirement plan enrollment, please contact Lindsi Huffaker, UAEACC Associate Vice President for People and Culture, at 870-633-4480, ext. 282.

Annual Leave

UAS's leave accrual program is seniority based, with employees reaching the maximum accrual of 15 hours per month upon completion of five years of service. The formula applies to all hourly and exempt employees who are eligible to accrue annual leave.

Leave accruals for current UAEACC employees will not be reduced. If you already earn 15 hours per month, you will continue to earn 15 hours per month. However, if your current accrual rate is less than the UAS accrual, your accrual rate will be increased.

No enrollment or action is required on your part. Additional information about the annual leave accrual schedule is available at uasys.edu/benefits — make sure to select UAEACC as your campus in the upper-right-hand corner.

Please reach out to Lindsi Huffaker, UAEACC Associate Vice President for People and Culture, to discuss any questions or concerns at 870-633-4480, ext. 282. For more information on the UARP, contact the UAS Benefits Office at the email addresses below.

Again, we welcome you to the University of Arkansas System, and we look forward to working with you to make the transition as smooth and trouble-free as possible.

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