

UNIVERSITY OF MISSOURI SYSTEM  
RETIREMENT PROGRAMS

# Defined Contribution Retirement Plan SPD

Employee Retirement Investment Plan (ERIP)

Plan designs effective date January 1, 2025



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# Retirement Program Introduction

Welcome to the University of Missouri System's Retirement Program. We are eager to make you aware of the retirement plans available, as they apply to you. This Defined Contribution Retirement Plan SPD ("DC Plan SPD") is a summary plan description describing benefits available to you under the portion of *University's* Employee Retirement Investment Plan ("ERIP") that applies to you if you were hired or rehired by the *University* on or after October 1, 2019 (the "DC Plan").

Throughout this DC Plan SPD, the term "DC Plan" will be used to refer to provisions of the ERIP plan document applicable to *eligible employees* hired or rehired on or after October 1, 2019.

As warranted, you will receive supplemental information about benefits under the DC Plan and other Retirement Program plans for which you are eligible. In the event of a conflict between this DC Plan SPD and the actual ERIP plan provisions, the ERIP plan provisions will govern. Other summaries are available to provide an overview of other plans within the *University's* Retirement Program. A description of the Retirement Program plans and the summary documents that describe these plans follows.

The *University* hopes to sponsor the plans within its Retirement Program indefinitely but reserves the right to amend or terminate them at any time, to the extent permitted by law. If any material changes are made in the future, you will be notified.

Please review this summary carefully and share it with your family. It's important that you fully understand your benefits to make the most of them. Should you need additional information about a plan, please contact your HR Generalist or the UM System Office of Human Resources Service Center using the contact information below.

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# Summary of the *University's* Retirement Program

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The *University's* Retirement Program includes several retirement plan options. Your participation in these plans and the benefits you receive are dependent on when you were hired, or in some cases, rehired, by the *University*. Because your hire date determines your benefits under a specific plan, we have created this summary based on benefits available to you based on your hire date. A quick summary of the *University's* Retirement Program plans and the summaries of those plans is below so that you can review the plan documents and summaries applicable to you.

## Retirement Program Plans

Retirement Program benefits are offered through the following plans sponsored by the *University*:

- **Retirement, Disability and Death Benefit Plan (RDD).** The RDD is a defined benefit plan. The level of benefit received under the RDD depends on whether the employee is a "Level One Member" or "Level Two Member," which in turn depends on the employee's hire date or rehire date. Under the RDD, the *University* pays the majority of the cost of the benefits and the employee is required to make a contribution equal to a percentage of the employee's salary. Employees hired or rehired on or after October 1, 2019, will not accumulate any additional service credit (or summer appointment service credit) or accrue benefits under the RDD.
- **401(a) Employee Retirement Investment Plan (ERIP).** The ERIP is a defined contribution plan. Under the ERIP, the *University* makes matching contributions equal to a percentage of what the employee contributes to the 457(b) Eligible Deferred Compensation Plan (and in certain cases, a nonelective contribution as well). The matching percentage and the employee's eligibility for a nonelective contribution depend, again, on the employee's hire (or rehire) date.
- **401(a) Supplemental Retirement Plan (SRP).** The SRP is a defined contribution plan. Under the SRP, the employee is permitted to make a one-time irrevocable election. The *University* may also make additional nonelective contributions for certain designated employees. Participating employers in the Plan may make nonelective and matching contributions equal to a percentage of the employee's salary.
- **457(b) Eligible Deferred Compensation Plan (457(b) Plan).** The 457(b) Plan is a defined contribution plan. Under the 457(b) Plan, an employee may be automatically enrolled to defer a percentage of the employee's salary (the default percentage) depending on the employee's hire (or rehire) date. If applicable, the default percentage, which may be changed by the employee, depends on the employee's hire (or rehire) date.
- **Tax Deferred Annuity Plan (403(b) Plan).** The 403(b) Plan is a defined contribution plan. Under the 403(b) Plan, an employee is permitted to make a one-time irrevocable election and may also elect to defer a percentage of the employee's salary per pay period. Also, the *University* may make a nonelective contribution to a designated employee in an amount determined by the *University* at its discretion.

### *What is the difference between a defined benefit and defined contribution plan?*

- *A defined benefit plan* is a retirement plan that promises to pay a specified amount at retirement based on factors such as salary, age, years of service, and a benefit multiplier. The benefit (the amount a member receives) at retirement is predetermined and will not fluctuate with the market (but depends on other factors at retirement).
- *A defined contribution plan* is a retirement plan that provides an individual account for each participant in the plan and provides benefits based on the amount contributed to that participant's account. The amount available at retirement is affected by returns generated by the investment(s) the participant selects and expenses charged to their account. The benefit at retirement will be based on total contributions by the participant and the *employer* to the plan on their behalf, as applicable, plus any investment gain and/or loss.

## Summaries of the Retirement Program Plans

The names of the summaries describing the plans above (called summary plan descriptions) are as follows:

- **Defined Contribution Retirement Plan SPD ("DC Plan SPD").** This summary applies to an *eligible employee*\* hired or rehired on or after October 1, 2019, and describes the employee's benefit under the ERIP.
- **Defined Benefit Retirement Plan SPD ("DB Plan SPD").** This summary applies to a "Level One Member" as defined by the RDD, and describes the Level One Member's benefit under the RDD. A "Level One Member" under the RDD is a member\* who was (1) initially hired prior to October 1, 2012, (who is still employed) or (2) initially hired prior to October 1, 2012, earned a vested benefit under the RDD, experienced a termination from employment after earning such vested benefit and did not receive a lump sum payment under the RDD, and who was rehired by the *University* on or after October 1, 2012, but prior to October 1, 2019.
- **Hybrid Retirement Plan SPD ("Hybrid Plan SPD").** This summary applies to a "Level Two Member" as defined by the RDD, and describes the Level Two Member's benefit under the RDD. A "Level Two Member" under the RDD is a *member*\* who was (1) hired on or after October 1, 2012, but prior to October 1, 2019; or (2) rehired on or after October 1, 2012, but prior to October 1, 2019, who does not otherwise meet the definition of "Level One Member" described above. This summary also describes the ERIP benefit for an eligible employee\* who was (1) hired on or after October 1, 2012 but prior to October 1, 2019; or (2) rehired on or after October 1, 2012, but prior to October 1, 2019, who does not otherwise participate in the RDD as a "Level One Member," described above.
- **Voluntary Retirement Plans SPD ("VRP SPD").** This summary describes benefits provided under the SRP, 457(b) Plan, and 403(b) Plan for an eligible employee.\* Eligibility varies (see the plan documents), but is not based on the hire or rehire date like the benefits under the RDD and ERIP.

*\*The descriptions of the summaries above only describe the hire or rehire date requirements. However, benefits are also contingent on other eligibility factors and restrictions not discussed above, such as full-time status, academic or non-academic status, or employment classification. Read the summaries for more information.*

# The Defined Contribution Retirement Plan SPD ("DC Plan SPD")

## Introduction

This DC Plan SPD is intended to help answer many commonly asked questions. Should you need additional information about benefits under the DC Plan for *eligible employees* hired or rehired on or after October 1, 2019, please contact the UM System Office of Human Resources Service Center to request a copy of the ERIP plan document.

As described in this DC Plan SPD, the *University* will match 100% of your *elective deferrals* to the 457(b) Plan, up to 8% of your *employer contribution compensation*. The *University's matching contribution* will be made to your *employer contributions account*. A summary of the 457(b) Plan can be reviewed in the VRP SPD located online at [umurl.us/retplans](http://umurl.us/retplans). You can request a copy of the 457(b) Plan document by contacting your HR Generalist or the UM System Office of Human Resources Service Center using the contact information above.

The *University's matching contribution* to your *employer contributions account*, along with your *elective deferrals* to the 457(b) Plan, and your investment gains and/or losses, less any expenses charged to your *employer contributions account* or 457(b) Plan account, will equal the value of your benefit described in the DC Plan SPD.

There are many investment options available in the DC Plan. Each has varying degrees of return and financial risk. This summary is not intended to advise you on any investment risks or tax issues arising from investing in any of these options. You may wish to contact your tax advisor, financial advisor, or legal counsel for assistance in determining which option best fits your long-term goals.

## Key Terms

To help you understand your retirement benefits and how they work, this section provides definitions of important terms used in this summary.

### Beneficiary

A person designated by a *participant*, a *beneficiary*, or by the DC Plan who is or may become entitled to a benefit under the DC Plan. Any person designated as a *beneficiary* shall have no rights under the DC Plan until after the death of the *participant*.

### Committee

The *plan administrator* may delegate its duties and responsibilities to a *committee* that has been appointed to assist the *plan administrator*. The *committee* that assists the *plan administrator* is the Total Rewards Advisory Committee. A separate *committee*, the Investment Oversight Committee, has operating and supervisory responsibilities related to the selection and monitoring of investment options made available to *participants*.

### Compensation

See the definition of *employer contribution compensation* for how *compensation* is defined with respect to the benefits under this DC Plan SPD. Each Voluntary Retirement Plan ("VRP") has its own definition of compensation that is different from the *employer contribution compensation* definition used in this DC Plan SPD. See the VRP summary plan description ("VRP SPD") for the definitions of compensation under those plans. For

### UM matching contribution

100% of your 457(b) Plan *elective deferrals*, up to 8% of your *employer contribution compensation* to the *employer contributions account*.

### Employee elective deferrals

You must contribute to the 457(b) Plan in order to receive the *University matching contribution*. See **Contributions to the DC Plan** for more information on the 457(b) Plan.

To the extent this DC Plan SPD references other *University Retirement Program* plans, a description of those plans (and how those plans are sometimes alternatively referenced) is located in the section above titled **Summary of the University's Retirement Program**.

example, you can review the definition of compensation used in the 457(b) Plan in the section **Compensation** of the VRP SPD.

### **Contract Year**

The period from September 1 through August 31.

### **Elective Deferrals**

Contributions made to the 457(b) Plan at the election of the *participant* in lieu of receiving cash *compensation*. *Elective deferrals* to the 457(b) Plan are deducted from your paycheck before income taxes are withheld; however, Social Security and Medicare taxes are still paid on the deduction. Income tax is not owed on *elective deferrals* or any earnings on the *elective deferrals* until distributed from the 457(b) Plan. *Elective Deferrals* made on an after-tax basis are called Roth *elective deferrals*. For more information about other possible *elective deferrals*, refer to the VRP SPD.

### **Eligible Employee**

Any employee of the *University* in any position paid, regardless of source of funds, whose employment commences on or after October 1, 2019, or who is a returning employee rehired on or after October 1, 2019, and who is classified as at least 75% *full-time equivalency* with an indicated appointment duration of at least 9 months. An *eligible employee* shall not include any:

- subsidiary employee;
- student employee;
- per diem employee;
- adjunct faculty;
- resident physician;
- leased employee;
- non-common law employees (even if later determined to be one); or
- employees of a participating employer prior to the date the participating employer adopts the DC Plan with the consent of the *University*.

Additional special rules may apply. Refer to the ERIP plan document for more details.

### **Employer Contributions Account**

An account maintained pursuant to Internal Revenue Code section 401(a) for each *participant* which holds the *matching contributions* made by the *University* to the *participant*. Your *employer contributions account* may be reviewed online by visiting Fidelity at [umurl.us/Fidelity](http://umurl.us/Fidelity) . To be clear, although the *University's matching contributions* are based on your *elective deferrals* to the 457(b) Plan, the *University's matching contributions* are deposited into the *employer contributions account* described here and not into your 457(b) Plan account.

### **Employer Contribution Compensation**

Compensation for services regularly rendered, including, but not limited to, payments for the following items made in accordance with established *University* policy:

Before January 1, 2020:

- regular pay (including *elective deferrals* and contributions to *University* retirement plans or any other plan or arrangement (such as a flexible benefit plan));
- shift differential;
- chancellor's housing allowance;
- contract pay;
- sick leave pay;
- paid time off for work incurred injury;
- personal days;
- vacation days; and
- summer session pay.

On or after January 1, 2020:

- regular pay (including *elective deferrals* and contributions to *University* retirement plans or any other plan or arrangement (such as a flexible benefit plan));
- shift differential;
- chancellor's housing allowance;
- contract pay;
- sick leave pay;
- accrued paid time off used to supplement workers' compensation payments from a third party for work incurred injury;
- personal days;
- vacation days;
- summer session pay;

- overtime;
- relocation incentive;
- additional, extra, or incentive compensation;
- moving expenses;
- automobile allowances;
- commissions (unless specifically excluded by the appointed *committee*);
- paid time off, including cash-in paid time off;
- parental and caregiver leave pay; and
- short-term disability pay.

*Employer contribution compensation* shall not include the following payments:

Before January 1, 2020:

- overtime;
- relocation incentive;
- additional, extra, or incentive *compensation*;
- prizes/awards, or bonuses;
- tenure buyout;
- benefit restoration plan;
- automobile allowances (or furnished automobiles);
- educational assistance;
- in lieu of retirement;
- moving expenses;
- patent royalties;
- tips;
- transition assistance;
- commissions, unless specifically authorized by the *plan administrator* or appointed *committee*;
- special services, projects, summer terms or intersessions (unless for services regularly rendered);
- in lieu of vacation other than in the context of a *severance from employment*;
- all settlement amounts except where the settlement agreement expressly provides that some or all of the amount shall be deemed *employer contribution compensation* for purposes of retirement benefit calculation; and
- non-cash *compensation*.

On or after January 1, 2020:

- prizes/awards;
- tenure buyout;
- benefit restoration plan;
- educational assistance;
- in lieu of retirement;
- patent royalties;
- tips;
- transition assistance;
- special services, projects, summer terms or intersessions (unless for services regularly rendered);
- in lieu of vacation other than in the context of a *severance from employment*;
- all settlement amounts except where the settlement agreement expressly provides that some or all of the amount shall be deemed *employer contribution compensation* for purposes of retirement benefit calculation;
- value of furnished/leased automobiles;
- non-cash *compensation*; and
- any paid time off which is forfeited.

Special rules apply to compensation received after you experience a *severance from employment* and compensation paid in part from *University* funds and in part from funds under the control of the *University* (other than *University* funds). Notwithstanding the above, the DC Plan will not consider *employer contribution compensation* exceeding \$350,000 for 2025. The annual limit on *employer contribution compensation* is adjusted by the IRS annually for cost-of-living.

### **Full-Time Equivalency (FTE)**

For a non-academic appointment which is not exempt from overtime compensation, 100% *full-time equivalency* means 2,080 hours of service during a *contract year*. For an academic appointment or a non-academic appointment which is exempt from overtime compensation, 100% *full-time equivalency* shall be determined on the basis of criteria established in accordance with applicable *University* policy.



## **Furlough**

A period of time, not exceeding 30 days in any 12-month period, during which you are placed in a temporary, non-duty, non-pay status due to financial constraints of the *University* and after which you are expected to resume normal duties.

## **Matching Contribution**

A contribution to the DC Plan and made to the *employer contributions account* by the *University* equal to 100% of your *elective deferrals* to the 457(b) Plan for each payroll period, up to 8% of your *employer contribution compensation* for each payroll period.

## **Participant**

Any individual who has satisfied the eligibility and participation requirements of the DC Plan and each employee or former employee for whom an account or subaccount is being maintained under the DC Plan. This DC Plan SPD applies to *participants* hired or rehired on or after October 1, 2019.

## **Period of Service**

A *period of service* begins on the *participant's* first day of employment or reemployment with the *University* as an *eligible employee* and ends on the date of the *participant's* subsequent *severance from employment*. Each *period of service* accrued by a *participant* shall be measured in days, including both the first day of employment or reemployment and the date of the *participant's severance from employment*. Except as otherwise provided within this definition, only days on which a *participant* is performing services shall be included in the number of days in a *period of service*.

A *period of service* additionally includes:

- days on which a *participant* whose full-time employment is under the control and direction of the *University*, but who renders only part-time service for teaching and research programs of the *University* and the compensation for the remainder of whose services is paid from funds under the control of the *University*, other than *University* funds;
- days on which a *participant* is on a leave of absence (e.g., military leave, extended sick leave without pay, FMLA leave, *furloughs*, seasonal leaves, etc.); and
- in the event a *participant* experiences a *severance from employment* and is reemployed, days previously accrued prior to the *participant's severance from employment*, provided the *participant's* reemployment date is no more than five years after the *participant's severance from employment*.

A *period of service* does not include:

- days before the employee became a *participant* in the DC Plan (unless provided for within this DC Plan or another *University* sponsored plan);
- days worked by an employee who is not an *eligible employee*;
- days on which the *participant* is an attached Federal or State employee;
- days on which the *participant* is performing service for any agency or institution attached to the *University* but not an integral part of the *University*; and
- in the event a *participant* who is not *vested* experiences a *severance from employment* and is reemployed, days previously accrued prior to the *participant's severance from employment*, if the *participant's* reemployment date is more than five years after the *participant's severance from employment*.

## **Plan Administrator**

The department of the *University*, or such other person, or department as may be appointed by the *University* to supervise the administration of the DC Plan. The committee that assists the *plan administrator* is the Total Rewards Advisory Committee. A separate committee, the Investment Oversight Committee, has operating and supervisory responsibilities related to the selection and monitoring of investment options made available to *participants*.

## **Service**

## **Credit**

The sum of the *participant's periods of service*, whether or not such *periods of service* are contiguous or continuous. In each instance that a *participant* accrues *periods of service* that in the aggregate total 365 days,

such *participant* shall be credited with a year of *service credit*. For rehired employees on or after October 1, 2019, *service credit* earned before October 1, 2019, is determined using rules that are described in the ERIP plan document. Notwithstanding anything in this DC Plan SPD to the contrary, *participants* shall receive *service credit* with respect to prior service with Columbia Surgical Services, Inc. and Columbia Family Medical Services, Inc.

**Severance from Employment**

An event after which an employee ceases to be an employee of the *University* (including all corporations and other entities treated as the same employer under Internal Revenue Code Sections 414(b), (c), (m), or (o)). An employee does not have a *severance from employment* if, in connection with a change of employment, the employee's new employer maintains the DC Plan with respect to the employee.

**University**

The Curators of the University of Missouri. The *University* is a governmental entity established as a public corporation under the Constitution and Statutes of the State of Missouri.

**Vesting (vested)**

The accrual of three years of *service credit*, the occurrence of which makes your benefit under the DC Plan nonforfeitable.

Getting Started in the DC Plan

**Who is eligible to participate in the DC Plan?**

You become eligible to participate on your first day of employment with the *University* as an *eligible employee* as described in this DC Plan SPD. For more information, see the definition of *eligible employee* above. You do not need to enroll in the DC Plan to receive *matching contributions*. As an *eligible employee*, you will be enrolled automatically. However, to receive *matching contributions*, you must make a 457(b) *elective deferral* (described below).

<b>Eligibility/Participation</b>	
You <u>are</u> eligible to participate if you are:	You <u>are not</u> eligible to participate if you are:
<p>An <i>eligible employee</i> who is classified as at least 75% FTE with an indicated appointment duration of at least 9 months and you meet <u>one</u> of the following requirements:</p> <ul style="list-style-type: none"> <li>• you were initially hired on or after October 1, 2019; or</li> <li>• you are rehired on or after October 1, 2019</li> </ul>	<ul style="list-style-type: none"> <li>• a subsidiary employee (including a health affiliate);</li> <li>• a student employee;</li> <li>• a per diem employee;</li> <li>• adjunct faculty;</li> <li>• a resident physician;</li> <li>• a leased employee;</li> <li>• a <i>member</i> described in the DB Plan SPD; or</li> <li>• a <i>member</i> described in the Hybrid Plan SPD.</li> </ul>

Contributions to the DC Plan

**What contributions are made to the DC Plan?**

The *University* will make a *matching contribution* each payroll period on your behalf, equal to your 457(b) Plan *elective deferrals* for the payroll period, up to 8% of your *employer contribution compensation* to your *employer contributions account*. For information on how to make an *elective deferral* to the 457(b) Plan, see **Elective Deferrals to the 457(b) Plan**, or review the VPR SPD or the 457(b) Plan document.

**How are 457(b) Plan elective deferrals and the University matching contributions calculated?**

It is important that you contribute *elective deferrals* to the 457(b) Plan in order to receive the *University matching contribution* described in this DC Plan SPD of up to 8% of your *employer contribution compensation*.

Your 457(b) Plan *elective deferral* is calculated using your 457(b) compensation. The *University matching contribution* is calculated using your *employer contribution compensation*. Following is an example assuming you are contributing 8% of your 457(b) compensation to the 457(b) Plan per payroll period:

<b>Base pay</b>	\$1,000
<u>Educational Assistance</u> (not included in <i>employer contribution compensation</i> , but included in 457(b) compensation)	\$250
<b>Total Pay</b>	<b>\$1,250</b>
Employee 8% deferral – goes to your 457(b) account	\$100 (\$1,250*.08)
<i>University's matching contribution</i> (8%) - goes to your <i>employer contributions account</i>	\$80 (\$1,000*.08)
<b>Total Contribution</b>	<b>\$180</b>

These funds are deposited into your applicable plan account and invested as directed by you.

**Will the *matching contribution* be contributed while I am on a leave of absence?**

The *University matching contribution* is based on your *elective deferrals* to the 457(b) Plan. If you continue to contribute *elective deferrals* to the 457(b) Plan while you are on a leave of absence, then the *matching contribution* will continue on your behalf.

**May an employee contribute to the DC Plan's *employer contributions account*?**

No. Neither employee contributions nor rollover contributions from an IRA or other employer retirement plans to the DC Plan's *employer contributions account* are permitted.

**Are there any IRS limits on the amount of employer *matching contributions* that I may receive?**

The IRS limit for all contributions to the accounts maintained pursuant to Internal Revenue Code section 401(a), including employee and employer contributions and including contributions made to the *employer contributions account* under this DC Plan or a separate 401(a) account under the *University's SRP*, may be revised annually by the IRS for cost-of-living. For 2025, this limit is \$70,000. Therefore, any additional contributions made to the SRP by you or on your behalf count towards the total contribution limit. If the contribution limit will be exceeded, any contributions that otherwise would have been made to the SRP on your behalf will be reduced before *matching contributions* described in this DC Plan SPD are reduced, to avoid any excess contributions under the law. Additional ordering rules are outlined in the applicable plan documents. Compensation for purposes of the contribution limit is not the same as *employer contribution compensation* and is generally defined by law.

**What happens if I experience a severance from employment and later return to work?**

If you experience a *severance from employment* with the *University* before becoming *vested*, the *University's matching contributions* made to the *employer contributions account* on your behalf and described in this DC Plan SPD are forfeited. Upon rehire, the *University* will resume the *matching contributions* on your behalf if you are reemployed, an *eligible employee*, and making *elective deferrals* to the 457(b). For more information, see "Vesting" section below.

**Elective Deferrals to the 457(b) Plan**

**How do I make an *elective deferral*?**

To make a 457(b) *elective deferral* and review a summary of the investment options, please call Fidelity at 1-800-343-0860 or visit [umurl.us/Fidelity](http://umurl.us/Fidelity). To ensure you receive the FULL *University matching contribution* (8% of your *employer contribution compensation*), you will be automatically enrolled in the 457(b) Plan at the maximum employer match rate of 8% of your 457(b) compensation. You may choose to make a contrary election or opt out of making *elective deferrals* under the 457(b) Plan at any time. Please allow 1-2 pay cycles for initial automatic enrollment.

**How and when can I change my *elective deferral*? When is the change effective?**

You may change your 457(b) *elective deferral* at any time by logging into your account at [umurl.us/Fidelity](http://umurl.us/Fidelity) or by calling Fidelity at 1-800-343-0860. Any changes to your 457(b) *elective deferral* are effective on the next available payroll period following the receipt of your election, or as soon as administratively feasible, if later.

## Are there any limits on the amount of *elective deferral* that I may contribute to the 457(b) Plan?

Applicable Federal laws place limits on the annual contributions to the 457(b) Plan.

In 2025, the limit on total contributions to the 457(b) Plan is the lesser of \$23,500 or your compensation for the calendar year. The *elective deferral* limit is a combined limit for both pre-tax and Roth *elective deferrals*. Compensation for purposes of the contribution limit is not the same as *employer contribution compensation* and is generally defined by law. The 457(b) deferral limit is not affected by contributions to the SRP or 403(b) Plans.

In 2025, age 50 catch-up contributions are limited to \$7,500. The age 50 catch-up contribution limit is in addition to the limits on total contributions and *elective deferrals*. Therefore, if the age 50 catch-up contribution limit applies you can contribute up to \$31,000 in *elective deferrals* under the 457(b) Plan. Effective January 1, 2025, if you are 60, 61, 62, or 63 years of age, you will be allowed to contribute the greater of \$10,000 or 50% more than the regular catch-up contribution limit.

All of the above dollar limits are adjusted annually by the IRS for cost-of-living. Rollover contributions are not subject to the contribution limits above.

For more information, refer to the VRP SPD, or the 457(b) Plan document.

## When can distributions occur from the 457(b) Plan?

Please refer to the VRP SPD for specific details regarding distributions from the 457(b) Plan.

## Vesting

You are *vested* in the *University's matching contributions* made on your behalf to the *employer contributions account* as described in this DC Plan SPD after you complete three years of *service credit*. Please note that these years do not need to be consecutive.

If you experience a *severance from employment* with the *University* before becoming *vested*, the *University's matching contributions* made to the *employer contributions account* on your behalf and described in this DC Plan SPD are forfeited.

In addition, if you experience a *severance from employment* before becoming *vested* and are not subsequently reemployed by the *University* as an *eligible employee* within the five-year period following your *severance from employment*, then all of such *service credit* earned prior to the *severance from employment* shall be disregarded and you will need to earn three years of *service credit* subsequent to your rehire in order to be *vested*.

If you are a rehired *eligible employee* who was previously *vested* in the DB Plan or Hybrid Plan, even if you took a full distribution of your retirement benefit, you will be automatically *vested* in the DC Plan and the *University's matching contributions* made on your behalf to your *employer contributions account* upon your first day of re-employment.

<b>What is vesting?</b>
If you have three years of <i>service credit</i> , you've earned the right to keep the <i>University matching contributions</i> when you retire or leave the <i>University</i> .

## Investments

### How are my *matching contributions* invested?

You select how to invest all contributions made to the DC Plan on your behalf. The investment choices are the same as they are for the VRP. For information about your investment choices, please visit [umurl.us/Fidelity](https://umurl.us/Fidelity).

It is important that you access your account within the first 30 days of your employment so you can make your investment selection. If you do not make a selection, your investments will be placed in a *University*-selected default investment. However, you may make changes to your investment selections at any time online at [umurl.us/Fidelity](https://umurl.us/Fidelity) or by calling 1-800-343-0860.

If you are unsure how to invest your contributions, Fidelity Workplace Financial Consultants are available to meet one-on-one to assist you. Schedule a free appointment by visiting [umurl.us/retconsult](https://umurl.us/retconsult) or calling 1-800-343-0860.

There are many investment options. Each has varying degrees of return and financial risk. This summary is not intended to advise you on any investment risks or tax issues arising from investing in any of these options. You

may wish to contact your tax advisor, financial advisor, or legal counsel for assistance in determining which option best fits your long-term goals.

## Distributions

### When can distributions occur from the DC Plan?

To be eligible for a distribution from the *employer contributions account* under the DC Plan, you must be *vested* in the DC Plan. When you are *vested*, your benefit is distributable after your *severance from employment* or death (or when a required minimum distribution is necessary (see below)).

If the value of your *employer contributions account* under the DC Plan exceeds \$7,000, it will not be distributed without your consent, unless the minimum required distribution rules apply (see below). If the value of your account is less than \$7,000, but more than \$1,000, it will be rolled over to an IRA as soon as administratively feasible after your *severance from employment* from the *University* unless you elect to receive the distribution directly or roll the distribution over to an IRA or another employer plan of your choice. If the value of your account is \$1,000 or less, it will be distributed to you as soon as administratively feasible after your *severance from employment*.

For information about your distribution options under your contributions to the 457(b) Plan, refer to the VRP SPD.

### How do I apply for the benefits under the DC Plan?

You should contact Fidelity at 1-800-343-0860 for more information on how to begin your benefits from the DC Plan.

It is important to keep Fidelity informed of name and address changes for you or your *beneficiaries*. Please call Fidelity at 1-800-343-0860 or visit [umurl.us/Fidelity](http://umurl.us/Fidelity) to update your information.

### What are my retirement benefit payment options?

The DC Plan allows you to receive your retirement benefit in a single lump sum payment, or in installments over a fixed number of years. If you elect installments, you may elect to accelerate the installment payments and receive a lump sum distribution of the remainder of your benefit at any time. For more information on these options, contact Fidelity at 1-800-343-0860.

### If I make a withdrawal, can I return the funds to the DC Plan at a later date?

No.

### What are required minimum distributions?

You may generally delay the distribution of your retirement benefits. However, if you elect to delay the distribution of your retirement benefits, there are rules that require that certain minimum distributions be made from the DC Plan.

Under current law, if you were born on or before June 30, 1949, you must begin receiving your benefit on April 1 following:

- The calendar year in which you turn age 70½; or, if later,
- The calendar year in which you experience a *severance from employment*.

If you were born after June 30, 1949, and before January 1, 1951, you must begin receiving your benefit on April 1 following:

- The calendar year in which you turn age 72; or, if later,
- The calendar year in which you experience a *severance from employment*.

If you were born on or after January 1, 1951, and before January 1, 1960, you must begin receiving your benefit on April 1 following:

- The calendar year in which you turn age 73; or, if later,
- The calendar year in which you experience a *severance from employment*.

If you were born on or after January 1, 1960, you must begin receiving your benefit on April 1 following:

- The calendar year in which you turn age 75; or, if later,
- The calendar year in which you experience a *severance from employment*.

If you think you may be affected by these rules, contact Fidelity at 1-800-343-0860.

### **How are my benefits paid upon my death?**

If your death occurs before you begin distribution of your benefits, your *beneficiary* may elect to receive a distribution of your benefits in any of the forms of distribution available to you (i.e., lump sum or installments), beginning as soon as reasonably practicable following the *beneficiary's* application for distribution of benefits. If your death occurs after distributions begin, but before your entire benefit under the DC Plan is distributed, your *beneficiary* shall receive distribution of the remainder of your benefits beginning as soon as reasonably practicable following your death in a form available to you and elected by the *beneficiary*, which provides for distribution at least as rapidly as you were receiving distribution of your benefits.

Notwithstanding the above, your benefits upon death are subject to certain required minimum distribution rules. These rules are complicated and depend on who is designated as your *beneficiary* and when your death occurs (before or after distributions begin). In certain circumstances, if your spouse is your sole designated beneficiary, your spouse may elect to be treated as if he or she were you under the DC Plan for purposes of required minimum distributions. Generally, if your death occurs before distributions begin, the entire benefit under the DC Plan must be distributed by December 31 of the calendar year containing the fifth anniversary of your death, unless your spouse is your sole designated beneficiary. Generally, if your death occurs after distributions have begun, the entire benefit under the DC Plan must be distributed by December 31 of the calendar year containing the tenth anniversary of your death, unless you have not designated a *beneficiary*, or your designated *beneficiary* is an eligible designated beneficiary. For purposes of this section, an "eligible designated beneficiary" is your designated *beneficiary* who, at the time of your death, is one of the following individuals: (1) your spouse; (2) your child who has not reached the age of majority; (3) an individual not more than 10 years younger than you; (4) a disabled individual, as defined in Section 401(a)(9)(E)(ii)(III) of the Internal Revenue Code; or (5) an individual who is chronically ill, as defined in Section 401(a)(9)(E)(ii)(IV) of the Internal Revenue Code. Certain trusts may also be treated as eligible designated beneficiaries. For more information regarding these rules, contact Fidelity at 1-800-343-0860.

## **Rollovers and Tax Treatment**

### **What are some of the possible tax consequences when I receive a distribution from the DC Plan?**

Generally, you must include any distribution in your taxable income in the year in which you receive the distribution. Distributions made to you when you are under age 59½ may be subject to an additional 10% tax unless you roll the distribution over to an IRA or other employer retirement plan as described below.

### **Can I elect a rollover to reduce or defer tax on my distribution?**

If your distribution is an eligible rollover distribution, you may defer the tax due on your distribution by rolling the distribution over to an IRA or other employer retirement plan. Generally, an eligible rollover distribution does not include any distribution which is: (1) one of a series of substantially equal periodic payments made for your life (or life expectancy) or the joint lives (or joint life expectancies) of you and your designated *beneficiary*, or for a specified period of ten years or more; (2) a hardship distribution; or (3) a required minimum distribution. There are two types of rollovers:

**Direct rollover:** For most distributions, you may request that a direct rollover (sometimes referred to as a direct transfer) be made to either an IRA or other employer retirement plan willing to accept the rollover. A direct rollover will result in no tax being due until you withdraw funds from the IRA or other employer retirement plan.

**60-day rollover:** You may roll over a distribution to an IRA or other employer retirement plan willing to accept the rollover. This will result in no tax being due until you begin withdrawing funds from the IRA or other employer retirement plan. The rollover of the distribution, however, MUST be made within strict time frames (normally, within 60 days after you receive your distribution). A distribution which may be rolled over but which you do not directly rollover (see above) will be subject to mandatory federal income tax withholding at a rate of 20%. You may roll over the 20% amount withheld but must replace the withheld amount from other sources. If you do not roll over an amount equal to the 20% withheld, the withheld amount is subject to tax.

If your distribution is not an eligible rollover distribution you will not be able to defer tax due on your distribution by rolling the distribution over to an IRA or other employer retirement plan. Withholding on distributions that are not eligible rollover distributions depends on whether the distribution is a periodic distribution (for example, annuity payments or installments) or non-periodic distribution. Withholding on periodic distributions will be determined as if the distribution were wages and withholding on non-periodic distributions will be 10% of the amount includible in income. Notwithstanding the foregoing, you may elect not to have withholding apply.

**Pre-Tax to Roth Rollovers:** If you roll over pre-tax contributions to a designated Roth account in another employer plan or to a Roth IRA, the amounts will be taxed in the year of the rollover. However, the 10% additional tax on early distributions will not apply. If you complete a direct rollover, no withholding will apply, but you may voluntarily enter into a withholding agreement with the *University*.

**Tax Notice:** Whenever you receive a distribution, you will receive a more detailed explanation of these options. However, the rules which determine whether you qualify for favorable tax treatment are very complex. You should consult with qualified tax counsel before making a choice.

## Loans

### Are loans offered in the DC Plan?

No.

## Lost Participants

If you are entitled to a distribution and cannot be located, reasonable measures will be taken to locate you. In the event you are not located after the *plan administrator* has taken reasonable measures to locate you, your benefits will be disposed of in accordance with the law and reasonable procedures. Reasonable procedures include rolling over your benefits to an IRA, purchasing an annuity contract in your name, distributing your benefit to an interest bearing insured bank account, or forfeiting your benefit to the DC Plan. If your benefit is forfeited to the DC Plan and you are later located, your benefit will be restored unadjusted for earnings and distributed to you in accordance with the terms in the ERIP plan document.

## Plan Expenses

The DC Plan permits the payment of certain plan expenses to be made from the DC Plan's assets. If expenses are paid using the DC Plan's assets, then the expenses will generally be allocated among the accounts of all *participants* in the DC Plan. These expenses will be allocated either proportionately based on the value of the account balances or as an equal dollar amount based on the number of *participants* in the DC Plan. The method of allocating the expenses may depend on the nature of the expense itself.

After you experience a *severance from employment*, the *University* reserves the right to charge your account for your pro rata share of the DC Plan's administration expenses, regardless of whether the *University* pays some of these expenses on behalf of current *participants*.

There are certain other expenses that may be paid just from your account. These are expenses that are specifically incurred by, or attributable to, you. For example, if you are married and get divorced, the DC Plan may incur additional expenses if a court mandates that a portion of your account be paid to your ex-spouse. These additional expenses may be paid directly from your account (and not the accounts of other *participants*) because they are directly attributable to you under the DC Plan. You will be informed when there will be a charge (or charges) directly to your account.

## Qualified Domestic Relations Orders

Upon receipt of a domestic relations order issued by a court of competent jurisdiction with respect to your interest in the DC Plan, the *University* shall determine whether such domestic relations order constitutes a qualified domestic relations order ("QDRO"). If it is determined that a domestic relations order is a QDRO, the alternate payee may receive a distribution in a single lump sum at any time. There will be a charge to your account for processing of a QDRO. A QDRO may not provide for a benefit not allowed by the DC Plan. Procedures to determine the qualified status of a domestic relations order, to administer distributions mandated by a QDRO, and to implement the QDRO provisions are available upon request.



Additional information about QDRO processing may be found in the ERIP plan document. You may request the ERIP plan document by contacting the UM System Office of Human Resources Service Center.

## Protecting Your Benefits

### Can the ERIP plan document be amended?

The *University* has the right to amend the ERIP plan document at any time. In no event, however, will any amendment authorize or permit any part of the plan's assets to be used for purposes other than the exclusive benefit of *participants* or their *beneficiaries*. Additionally, no amendment will cause any reduction in the amount credited to your account. If the ERIP plan document is amended, this DC Plan SPD will be updated accordingly to reflect those changes.

### What happens if the DC Plan terminates?

If the DC Plan is terminated, you will immediately be 100% *vested* in the benefits you've earned as of the DC Plan's termination date. Additionally, no further contributions will be made to the DC Plan and distributions will be made as soon as possible, in accordance with the DC Plan's terms.

### Do I need to name a *beneficiary*?

Naming a *beneficiary* ensures that your benefit is handled in the manner you intend. You should name a *beneficiary* when you first participate in the DC Plan. If unmarried, you may designate any person or trust as your *beneficiary*. For married employees, your spouse will automatically be your *beneficiary*, unless your spouse consents to a different designated *beneficiary*. You may also designate contingent *beneficiaries*.

If you don't name a *beneficiary* (or your *beneficiary* predeceases you), any death benefits under this DC Plan will be paid to your surviving spouse. If there is no surviving spouse, death benefits will be paid to your surviving children in equal shares. If there are no surviving children, the benefit will be paid to your estate, provided that a properly appointed and qualified fiduciary of your estate exists within 120 days of your death, otherwise the payment will be made in accordance with Missouri law.

You may update your *beneficiary* designation at any time.

A divorce decree, or decree of legal separation, revokes your prior designation, if any, of your spouse or former spouse as *beneficiary*, unless a QDRO provides otherwise.

### Can my benefits be forfeited or delayed?

The DC Plan is designed to provide you with a retirement benefit when your employment ends, but some situations could affect your DC Plan benefits. Those situations are summarized here:

- If you experience a *severance from employment* from the *University* for any reason before you have three years of *service credit*, you will not receive the *matching contributions*, nor any associated earnings. You may also lose any *service credit* you have accrued if you experience a *severance from employment* and are rehired more than 5 years later. For more information, please review the *service credit* rules under the **Vesting** section above.
- If you do not keep your most recent address on file and Fidelity cannot locate you, payments may be delayed. This is particularly important if you leave the *University* prior to retirement. Please call Fidelity at 1-800-343-0860 or visit [umurl.us/Fidelity](http://umurl.us/Fidelity) to update your information.
- Your request for Plan benefits will be considered a claim for benefits. A decision on your claim will be made within 90 days after receipt of the claim by the DC Plan. You will be provided written or electronic notice if your benefits are denied that includes the specific reason(s) your claim was denied, a reference to the specific DC Plan provision(s) on which the denial was based, and a description of the DC Plan's appeal procedures and the time limits that apply to such procedures.
- You can appeal a denial of your benefits claim by providing written notice to the *University* within 90 days after your receipt of the denial of your claim. You will be able to submit written comments, documents

#### Update your *beneficiary* information

Whenever there are important changes in your life – such as marriage, divorce or the birth or adoption of a child – review your *beneficiary* designation and consider updating.

You may update your *beneficiary* at:  
[umurl.us/Fidelity](http://umurl.us/Fidelity)



and other information relating to the claim on appeal. The *University* may hold a hearing or otherwise in its decision on appeal. The *University* will provide written notice of its decision on appeal within 90 days after receipt of the appeal. Any decision on appeal will be final and binding on the parties. If your appeal is denied, the written denial will include the specific reason(s) for the denial on appeal and reference to the specific DC Plan provisions on which the denial on appeal is based.