



# University of Missouri System

COLUMBIA | KANSAS CITY | ROLLA | ST. LOUIS

## UM Voluntary Retirement Plans (VRP) Highlights

The University provides the following Voluntary Retirement Plan options for both benefit-eligible and non-benefit eligible faculty and staff. You may be able to participate in one or more of these plans.

Plan	Who is eligible	When does eligibility begin	2024 IRS annual limits	Loan provision	Withdrawal provision	Employer match
<b>403(b) pretax<sup>1</sup></b>	Benefit-eligible and non-benefit eligible employees	Employment commencement date	\$23,000. If you are or will be age 50 or older by the end of the calendar year, you may contribute an additional \$7,500 annually.	Yes	Allowed at age 59 ½ or severance from employment	No
<b>Roth 403(b) after-tax<sup>1</sup></b>	Benefit-eligible and non-benefit eligible employees	Employment commencement date	\$23,000. If you are or will be age 50 or older by the end of the calendar year, you may contribute an additional \$7,500 annually.	Yes	Allowed at age 59 ½ or severance from employment	No
<b>403(b) pretax irrevocable<sup>1, 2</sup></b>	Benefit-eligible and non-benefit eligible employees	One time irrevocable election on or prior to employment commencement date	\$69,000	Yes	Allowed at age 59 ½ or retirement	No
<b>457(b) pretax</b>	Benefit-eligible and non-benefit eligible employees	Employment commencement date	\$23,000. If you are or will be age 50 or older by the end of the calendar year, you may contribute an additional \$7,500 annually.	No	Allowed at age 59 ½ or severance from employment	Limited. Employees who have The Hybrid or DC Plan as their core retirement plan can receive matched contributions.
<b>401(a) pretax irrevocable<sup>2</sup></b>	Benefit-eligible employees	One time irrevocable election on or prior to employment commencement date	\$69,000	Yes	Allowed at age 59 ½ or severance from employment	No

<sup>1</sup> Your total contribution to 403(b) pretax and Roth 403(b) Plans combined cannot exceed the IRS annual contribution limits. Please visit [www.irs.gov](http://www.irs.gov) and search COLA limits for more information. <sup>2</sup> On or before employment commencement date, a one-time contribution election may be made that may not be changed unless you end employment with UM. Please contact the UM Office of Human Resources if you are interested in this option.

## Remember

The investment options for the Voluntary Retirement Plans are offered across three tiers. Each tier provides different choices to help you meet your long-term financial goals. You can direct contributions to one or more of these tiers.

### Tier 1: Target Date Funds | Fidelity Freedom® Blend - Class K6 Funds

#### A simplified investment approach based on your retirement date.

- Single-fund approach to choosing and managing plan investments.
- Diversified portfolio that balances risk and potential reward over time.
- Ongoing professional management.

## Tier 2: Core Lineup | active funds, index funds and annuities

Build your individual portfolio with an array of options.

Tier 2: Core Lineup   active funds, index funds and annuities Build your individual portfolio with an array of options.	
Domestic Fixed Income	Ticker
Principal® Guaranteed Interest Balance Contract	N/A*
Fidelity® U.S. Bond Index Fund	FXNAX
PIMCO Income Fund Class A	PONAX
Domestic Equities	
Fidelity® 500 Index Fund	FXAIX
Fidelity® Contrafund® K6	FLCNX
Fidelity® Small Cap Index Fund	FSSNX
Fidelity® Total Market Index Fund	FSKAX
Wasatch Small Cap Value Fund	WMCVX
Vanguard Baillie Gifford Global Positive Impact Stock Fund Investor Shares	VBPIX
Baillie Gifford Emerging Markets Fund Class K	BGKEX
International Equities	
Fidelity® Total International Index Fund	FTIHX
MFS International Equity Fund Class R6	MIEIX

## Tier 3: Self Directed Brokerage Window

For the investor looking for specific funds, the brokerage window offers over 300 fund families and thousands of funds. For specific information regarding this option, please speak with a retirement representative or call Fidelity at 1-800-343-0860.