YESHIVA UNIVERSITY RETIREMENT SAVINGS PLAN

Yeshiva University

FREQUENTLY ASKED QUESTIONS

When am I eligible to participate in the Plan?
There is no waiting period. You can enroll in the Plan at any time.

How do I enroll in the Plan?
To enroll in the Plan, you must complete the Yeshiva University Basic Plan Enrollment Form, a Salary Reduction Agreement Form and a Beneficiary Designation Form. You may obtain these forms from your YU Benefits office or online at https://www.yu.edu/hr/benefits/forms.

How much can I contribute?
You may elect to contribute a minimum of $200 up to a maximum of 80% of your total compensation on a pre-tax or after-tax Roth basis or any combination of the two through payroll deductions, subject to the maximum dollar limits set by IRS regulations. For those who are under age 50, the IRS contribution pre-tax limit for 2027 is $25,500.

For those who are age 50 and above during the calendar year, you can make an additional, voluntary catch-up contribution of up to $8,500 in 2027. Those who are ages 60, 61, 62 and 63 during the year may add an additional, voluntary catch-up contribution of up to $11,750. The catch-up limit is determined by the IRS each year. Under IRS rules, you are eligible to make a Catch-up Contribution, only if (1) you are or will be age 50 or older by the end of the plan year, and (2) you contribute the maximum dollar amount allowed in the plan year to the Basic Plan ($25,500).

Contributions may be made to the Pre-Tax Basic account or to the Roth Post-Tax account depending on your income in the prior calendar year. Please review the rules here https://www.yu.edu/hr/benefits/plans under **Retirement Plans**, **Retirement Plan Catch-Up Rules**. You **must** complete a Salary Reduction Agreement form to elect the dollar amount you would like to contribute.

Am I eligible for an employer matching contribution?
Full-time faculty, and full-time and part-time non-union staff who work at least 20 hours per week are eligible for employer matching contributions.

Union employees, adjunct faculty and casual staff are not eligible for the employer matching contribution.

What is the match?
Annual salaries **up to $62,000** receive a match of up to 7% of salary as long as you contribute at least 2%. If you contribute 2%, Yeshiva University will contribute a matching 2%. If you contribute more than 2%, Yeshiva will match your contribution up to a maximum of 7%.

Annual salaries **above $62,000** receive a match of up to 6% of salary as long as you contribute at least 2%. If you contribute 2%, Yeshiva University will contribute a matching 2%. If you contribute more than 2%, Yeshiva will match your contribution up to a maximum of 6% of the IRS compensation limits. The match is capped by the IRS at a maximum compensation of $375,000, so if you contribute 6% of your salary, Yeshiva will contribute a match of up to 6% of $375,000.

Employees may contribute more than the matching percentage up to the employee contribution limits described above.

When is my enrollment effective?
Your enrollment becomes effective once you have completed and returned the Enrollment Form and Salary Reduction Agreement Form to the YU Benefits office. Contributions should start within one pay period after these have been completed.

What are my investment options?
To help you meet your investment goals, the Plan offers you a range of options. You can select a mix of investment options that best suits your goals, time horizon, and risk tolerance. The many investment options available through the Plan include conservative, moderately conservative, and aggressive funds. A complete description of the Plan's investment options and their performance, as well as planning tools to help you choose an appropriate mix, are available online at Fidelity NetBenefits® by visiting www.netbenefits.com/yeshiva. Additionally, you may speak with or meet with a Fidelity Retirement Planner by calling **1-855-498-7283**

What if I don't make an investment election?
We encourage you to take an active role in the Yeshiva University Retirement Plan and choose investment options that best suit your goals, time horizon, and risk tolerance. If you do not select specific investment options in the Plan, your contributions will be invested in the Fidelity Freedom® Index Fund with the target retirement date closest to the year you might retire, based on your current age and assuming a retirement age of 65, at the direction of Yeshiva University.

If no date of birth or an invalid date of birth is on file at Fidelity your contributions may be invested in the Fidelity Freedom® Index Income Fund - Investor Class. For more information about the Fidelity Freedom® Index Fund options, logon to www.netbenefits.com/yeshiva.

What support is available if I have questions?
Colleen O'Connell, Fidelity's Retirement Planner, is dedicated to YU and conducts remote appointments. To make an appointment click on www.fidelity.com/schedule.

When am I vested?
You are always 100% vested in your own contributions to the Yeshiva University Retirement Plan. If you receive an employer match contribution, you are immediately vested.

How do I designate a plan beneficiary?
You must complete a Beneficiary Designation form which can be obtained in the YU Benefits Office or online at https://www.yu.edu/hr/benefits/forms. You may make changes to your beneficiaries at any time. If you experience a life event such as marriage, divorce, or birth of a child we encourage you to update your beneficiaries.

Can I take a loan from my account?
Although your plan account is intended for the future, you may borrow from your account for any reason, subject to plan and IRS rules. To learn more about, or request a loan, logon to your account by visiting www.netbenefits.com/yeshiva, or call the Yeshiva University Retirement Service Center at Fidelity toll-free at **1-855-4YU-SAVE (1-855-498-7283)** Monday – Friday from 8 am – 10 pm, EST.

Can I make withdrawals?
Withdrawals from the Plan are generally permitted when you have terminated employment, reach age 59½, have an unforeseeable emergency, or in the case of plan termination. To learn more about or request a withdrawal, logon to your account at www.netbenefits.com/yeshiva or call the YU Retirement Service Center at **1-855-498-7283.**

How do I access my account?
You can access your account online through Fidelity NetBenefits® at www.netbenefits.com/yeshiva or call the YU Retirement Service Center at **1-855-498-7283** to speak with a representative or use the automated voice response system, 24 hours, 7 days a week.

What happens to my account balance if I terminate employment?
If you terminate employment or retire after three years of service, you have several options available. You may elect to withdraw your entire account balance, transfer your balance to another qualifying plan, convert some or all of the balance into an annuity or leave your balance in the Fidelity investments until you are ready to make a decision about your distribution options. **If you terminate employment prior to three years of service you may only withdraw the balance based on your own contributions.**

Withdrawals may be subject to tax consequences depending on your age at withdrawal. To learn more about distribution options, please call the YU Retirement Service Center at **1-855-498-7283** Monday – Friday from 8 am – 10 pm, EST.