

## Key Features of the University of Arkansas 403(b) Defined Contribution Retirement Plan

**The University is committed to helping you save for your future through the University of Arkansas 403(b) Defined Contribution Retirement Plan. Please read the information below to learn about the program and be ready to take advantage of everything your plan has to offer.**

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### Enrollment:

You can enroll online directly with Fidelity. Simply follow the instructions below.

1. Visit: [netbenefits.com/uark](https://netbenefits.com/uark) and click the Enroll box.
2. Account Setup: Provide us with your personal information.
3. User Registration: Select a User Name and Password to access your account online and/or Log On.

Once you are enrolled, complete the Voluntary Salary Deferral Agreement and Employee Acknowledgement form and return it to your Human Resources Department to begin making contributions to the Plan.

**Please note:** If you have an existing retirement plan account with Fidelity and your personal information has changed, please call Fidelity at 800-343-0860 to update your personal information prior to enrolling online.

### Your Contributions:

The University has a required pre-tax employee contribution rate of 5%. You may increase or decrease your pre-tax contribution rate at any time but may not decrease your pre-tax contribution rate below the minimum required rate of 5%.

You may contribute up to 100% of your eligible pay on a pre-tax or Roth basis up to the maximum IRS contribution limit.

### University Contributions

The University will contribute an amount equal to 5% of your regular salary. The University will also match any contributions you make over 5% up to a maximum employer contribution of 10%. Contributions are subject to IRS limits.

### Beneficiaries

Your beneficiary or beneficiaries will inherit your account in the event of your death. You should identify a beneficiary when you enroll in your plan, and update the information if you experience a life-changing event such as a marriage, divorce, birth of a child, or death in the family. Fidelity's Online Beneficiaries Service, available through Fidelity NetBenefits<sup>®</sup>, offers a straightforward, convenient process that takes just minutes. Simply click on "Beneficiaries" in the Profile Section within NetBenefits.

### Vesting

Your personal contributions are always 100% vested. The University's contributions are 100% vested after 24 consecutive months of service in a benefits eligible position for employees hired on or after July 1, 2016.

## Investment Options

The Plan offers many investment options for you to choose from however, if you do not select specific investment options in the Plan, your contributions will be invested in the Vanguard Target Retirement Fund that has 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 the University of Arkansas. For more information the Vanguard Target Retirement Funds, visit [netbenefits.com/uark](https://netbenefits.com/uark).

Vanguard Target Retirement Funds provide a professionally maintained, diversified mix of investments that shift its emphasis to more conservative investments as the year of retirement nears.

Investments in Target Retirement Date Funds are subject to the risks of their underlying funds. The year in the fund name refers to the approximate year (the target date) when an investor in the fund would retire and leave the workforce. The fund will gradually shift its emphasis from more aggressive investments to more conservative ones based on its target dates. An investment in a Target Retirement Fund is not guaranteed at any time, including on or after the target date. Keep in mind that diversification does not ensure a profit or protect against a loss.

The funds are subject to the volatility of the financial markets, including that of equity and fixed income investments in the U.S. and abroad, and may be subject to risks associated with investing in high-yield, small-cap, and foreign securities.

## Easily Manage Your Account

Once you've enrolled in the plan, you'll have access to your account virtually, 24 hours a day, seven days a week.

**Online:** [netbenefits.com/uark](https://netbenefits.com/uark)  
**Over the phone:** 1-800-343-0860

## Meet with a Fidelity Representative

Fidelity Workplace Financial Consultants provide complementary one-on-one consultation and are ready to help you address many questions, including:

- Am I investing properly?
- Am I on track with my retirement savings?
- How do I bring my retirement savings together?

Call 800-642-7131 or visit [netbenefits.com/uark](https://netbenefits.com/uark) to schedule your appointment. Appointments are required. Unfortunately, walk-ins can't be accommodated. We urge you to schedule an appointment at a time that's convenient for you.

**Before investing in any mutual fund, consider the investment objectives, risks, charges, and expenses. Contact Fidelity for a prospectus or, if available, a summary prospectus containing this information. Read it carefully.**

Investing involves risk, including risk of loss.