

CALIFORNIA STATE UNIVERSITY 403(B) TAX SHELTERED ANNUITY PROGRAM UNIVERSAL AVAILABILITY NOTICE

California State University (CSU) (the “employer”) provides you with the opportunity to save for your retirement through the California State University 403(b) Tax Sheltered Annuity (TSA) Program (the “Plan”). CSU would like you to know more about how you can participate in the Plan. Fidelity Investment, the master administrator and sole record provider, provides a central database called Fidelity Netbenefits, which allows employees the ability to enroll in the program, direct contributions, view account balances, and review plan information. You can access Fidelity Netbenefits by going to: NetBenefits.com/calstate.

All TSA enrollments and deferral changes (stop, start, increase and/or decrease) are designated by employees via Fidelity Netbenefits. Whether you want to enroll in the Program, or you are already enrolled but wish to change the amount of your deferral, you can accomplish your goal by completing the online process via Fidelity Netbenefits. Additional information about the Program is located on the Fidelity Netbenefits website.

Eligibility

All employees of California State University (with the exception of certain student classifications), who receive compensation reportable on an IRS Form W-2, are eligible to participate in the 403(b) program, including rehired annuitants.

The program has a minimum contribution of \$15 per month. You are eligible to make changes to your elective deferral on a monthly basis. The cutoff date to make changes in Fidelity Netbenefits is the fifth (5th) of each month, or the next business day if the fifth (5th) falls on a holiday or weekend.

Please take a moment to review the plan information within Fidelity Netbenefits, website before enrolling. Once you are enrolled, you can review and change the amount of your contributions and your investment allocations at any time. Please note that fund investment selections are now made directly through Fidelity Netbenefits. You can open a 403(b) account by accessing the Fidelity Netbenefits website. Generally, your investment allocations will take effect immediately.

Also, please be aware that the law limits the amount you may defer under this and other plans in any tax year. For 2016, please note the following:

- The limit is generally \$18,000, although larger limits may apply if you are age 50 or older.
- Individuals who are age 50 or older, or will turn age 50 by the end of the 2016 calendar year, are eligible to contribute up to an additional \$6,000 per year.
- In addition, employees with 15 or more years of service with CSU may be eligible to contribute an additional \$3,000 per year, for up to five years, or a lifetime limit of \$15,000.

Each participant only gets one limit for contributions to all 403(b) and 401(k) plans, so if you are also a participant in another 403(b) and/or 401(k) plan, your combined contributions to those plans and to the CSU 403(b) Tax Sheltered Annuity Program in 2016, are generally limited to \$18,000. If you do participate in more than one 403(b) and/or 401(k) plan, you are responsible for tracking and reporting the amount of all of your contributions to the plans so that the total amount of all your contributions to all plans in which you participate do not exceed the limit. Note also that the sum of all of your contributions, and those of your employers, to all 403(b) and 401(k) plans that you participate in is generally limited to the lesser of \$53,000 or 100% of your compensation in 2016.

You can also obtain additional information about the plan from your campus benefits office.