



# California State University 403(b) Supplemental Retirement Plan (SRP)

The California State University 403(b) Supplemental Retirement Plan (SRP) is a voluntary retirement program that allows eligible CSU employees to save for retirement by investing monthly contributions in tax-deferred accounts under Internal Revenue Code Section 403(b). The Supplemental Retirement Plan can help you save money on taxes and invest in your future at the same time.

## Eligibility

Generally, all employees are eligible to participate in the CSU SRP 403(b) Program.

## Enrollment

You may enroll by calling 800-343-0860 or by visiting [netbenefits.com/calstate](http://netbenefits.com/calstate) and click on the **Enroll now** button. Create your CSU SRP account and set-up a user name and password. Once you create your account you will be able to select your deferral amount and investment options.

## Contribution - Deferral Limits

### Employee Contributions

IRS Limits:	2019	\$19,000
Catch-up limit:	2019	\$6,000

You must defer a minimum of \$15.00 per pay period.

**Catch-up:** You may make catch-up contributions if you have reached age 50.

**15 yr. Catch-up:** 15 yr. catch-up provision may be available for up to \$3,000 per year, for a lifetime maximum of \$15,000. Participants must prove eligibility by submitting a completed Maximum Contribution Calculation Worksheet.

## Taxability

Deferred tax on investment; variety of investment choices.

## To Do List

**If you haven't already, consider enrolling in the plan.**

You may enroll by going to [NetBenefits.com/calstate](http://NetBenefits.com/calstate) or calling Fidelity at 800-343-0860.

**Consider increasing your contribution amount.**

Do what you can afford – you can change your contribution amount later if needed. Start at a number that feels comfortable to you. The important thing is to start right away.

**Meet with a Fidelity Retirement Planner to discuss your retirement goals and make sure you are on track.**

You may make an appointment by calling 800-603-4015 or going to [getguidance.fidelity.com](http://getguidance.fidelity.com).

## NEW FEATURES

### Roth Contribution Option

Roth contribution option is now available in the 403(b) Plan. The Roth option allows a participant to make after-tax contributions to their Fidelity account and withdraw those contributions and accumulated earnings tax-free (subject to the terms of the plan). By contrast, traditional contributions are made on a pre-tax basis decreasing taxable earnings the current tax year and the taxes are taken when funds are withdrawn. Investment options are the same for both pre-tax and post-tax contributions.

More information on the Roth is available at [netbenefits.com/calstate](https://netbenefits.com/calstate). Select “Plans & Investments”, “Plan Basics”, “Roth Contributions”. Participants who are logged in to their account will see a Roth “tile banner” on the home page.

### Fidelity Portfolio Advisory Service at Work

The Portfolio Advisory Service is a team of investment professionals who actively research CSU plan options and rebalance participant workplace savings based on personal information. Fidelity will partner with the participant to create a plan eliminating the time and effort of managing investments.

Participants may call Fidelity at 800-343-0860 for further information. Participants may also login to their account, select “Investments,” and navigate to “Portfolio Advisory Service.” To get started, click on “View Your Proposed Strategy.”

## Loans & Withdrawals

**Loans:** Although your plan account is intended for the future, you may borrow from your account for any reason.

- ▶ Generally, CSU SRP 403(b) Program allows you to borrow up to 50% of your vested account balance.
- ▶ The minimum loan amount is \$1,000, and a loan must not exceed \$50,000. You then pay the money back into your account, plus interest. **A new loan is not available to a participant with any prior defaulted 403(b).** You may have one loan outstanding at a time.

**Withdrawals:** At least age 55 and retired, or 59½ (regardless of employment status) may receive plan pay-out without tax penalty.

**Hardship Withdrawals:** Hardship withdrawal for severe financial hardship (as defined by the IRS), including medical expenses, purchase of a primary residence, tuition related fees, to prevent eviction or foreclosure, funeral expenses, or repairs to your home due to theft, fire or natural disasters—restrictions apply. Contributions are suspended for 6 months.

**Required Mandatory Distributions:** At age 70½, IRS requires mandatory distributions, unless participant is still employed.

### Rollovers

**Rollovers:** Eligible rollover in from another employer’s 403(b), 401(k) or governmental 457(b) plan.

**Rollover Distributions:** Eligible rollover to another employer’s 403(b), 401(k), or governmental 457(b) plan (exceptions apply), or to a 401(a) (service credit purchase) plan (exceptions apply) or to an IRA (must be at least age 59½ or separated from CSU employment). In-service 403(b) contract exchange to Fidelity.

**For more information about this plan please visit [NetBenefits.com/calstate](https://NetBenefits.com/calstate) or [CSYou.calstate.edu/SRP](https://CSYou.calstate.edu/SRP)**

1. Maximum contribution limits for these plans are all interrelated. Please note: Participants may contribute to both a 403(b) and a 401(k) plan in the same tax year, however, combined contributions across both plans cannot exceed \$19,000. 401(k) and 403(b) deferrals do not count against the 457(b) dollar limit and 457(b) deferrals do not count against the 401(k) and 403(b) dollar limit.
2. Participants may have balances in the 403(b) plan, and state sponsored 401(k) and 457 plans, however, loan amounts cannot exceed \$50,000 across all plans and hardship on one plan will suspend contributions for 6 months to all plans.
3. These statements are general comparisons only. For specific information refer to your tax advisor.