



University of Notre Dame 403(b) Retirement Plan Universal Availability Notice

The University of Notre Dame provides you with the opportunity to save for your retirement through the University of Notre Dame 403(b) Retirement Plan (the "Plan"). The Plan is a 403(b) defined contribution plan that allows you to make pre-tax or Roth after-tax contributions for retirement savings.

Am I Eligible to Participate?

As an employee of the University of Notre Dame, you are eligible to contribute voluntary employee contributions to the Plan immediately upon employment.

Why Should I Contribute?

ENHANCED RETIREMENT SAVINGS – Other sources of retirement income, including Social Security, may not adequately replace the income you need after retirement. The Plan can provide a supplement to your retirement income. **TAX PLANNING** - Voluntary contributions can be made on a pre-tax or Roth after-tax basis, or a combination of the two:

- **Pre-tax contributions** (traditional 403(b)). If you elect to contribute on a pre-tax basis, your contributions are made by payroll deduction before income tax withholding is calculated. This reduces your taxable income and lets you save money that otherwise may have gone toward income taxes. Taxes are paid later when the funds are distributed.
- **Roth after-tax contributions** (Roth 403(b)). Roth 403(b) after-tax contributions are made by payroll deduction after income taxes are withheld. The amount contributed is included in gross income when tax withholdings are calculated. However, eligible Roth 403(b) distributions, including earnings, are generally tax-free. For more information about the Roth after-tax option, consult the [Roth \(403b\) Fact Sheet](#) (PDF).

When Can I Begin Contributing?

You may start contributing to the Plan, change the amount you are contributing, or stop contributing at any time.

How Much Can I Contribute?

The Internal Revenue Service limits the amount you can contribute to the Plan each year. For 2018, the calendar year limit under the Plan is \$18,500. If you are age 50 or older in 2018, you may contribute an additional \$6,000.

Where Can I Get More Information?

If you have any questions or would like to enroll in the Plan, please visit our website at hr.nd.edu/benefits or contact the askHR Customer Service Center at 574-631-5900.