

CALIFORNIA STATE UNIVERSITY, LONG BEACH RESEARCH FOUNDATION

MEMORANDUM

**NOTICE TO EMPLOYEES-
RETIREMENT PLAN CHANGES EFFECTIVE MARCH 1, 2020**

February 26, 2020

Code: HR-20-02

TO: Research Foundation Benefitted Employees
(Communicated via e-mail)

FROM: Stephanie Moreno
Director of Human Resources

SUBJECT: CSULB Research Foundation Retirement Plan Changes Effective March 1, 2020

**Notice to Employees - IMPORTANT, PLEASE READ
RFDN Retirement Plan Changes - Effective March 1, 2020**

The CSULB Research Foundation (RFDN) is currently in the process of restating its Retirement Plans to include language addressing new regulatory requirements set forth by ERISA (the federal law governing retirement plans) and to provide a more diversified fund line-up option to employees in the 403(b) TDA Plan.

Our Plans **currently** consist of the following two Plans -

- 1. 403(b) Defined Contribution (DC) Plan** - The DC Plan contains only employer contributions. Employees are automatically enrolled and 100% vested after 2 continuous years in an eligible employment category.
- 2. 403(b) Tax Deferred Annuity (TDA) Plan** - The TDA Plan contains only employee contributions made voluntarily through pre-tax salary deferrals. Employees in an eligible employment category can participate in the TDA Plan the first of the month following their date of hire. Employees can start, stop and change deferrals prior to any pay day and all deferrals made by employees are immediately 100% vested.

Effective **March 1, 2020**, the existing DC Plan will be restated and expanded to include both employer contributions and employee pre-tax salary deferrals in one Plan document instead of two. The restated plan will continue to be called the 403(b) Defined Contribution Plan. The current TDA Plan will be frozen as of March 1, 2020- meaning that it will no longer accept contributions. All voluntary, pre-tax salary deferrals made on or after March 1, 2020 will be contributed to the new restated DC Plan. Employer contributions and employee pre-tax deferrals will be held in separate accounts within the restated DC Plan.

What does this mean to you? ... If you currently participate in:

- **Both DC Plan and TDA Plan** - If you currently participate in both plans, you already have a plan account established under the existing DC Plan. All employer contributions will continue to go to the DC Plan account as before. Effective with the first pre-tax employee deferral deducted from your pay on or after March 1, 2020, your pretax salary deferrals be deposited into a separate account under the DC Plan for your salary deferrals. Your salary deferrals will be invested according to the investment elections you currently have on file for your DC Plan funds, until such time as you make

