

403(b) Universal Availability Notice for 2023

Harding University provides you with the opportunity to save for your retirement through the Harding University Defined Contribution Retirement Plan (the Plan).

Who Is Eligible to Participate?

As an employee of Harding University, you are eligible to make an elective deferral from your salary into the Plan.

Your Voluntary Contributions

Eligible employees can make voluntary contributions to the plan on a pre-tax basis, Roth after-tax basis, or a combination of both.

Pre-tax Contributions

If you elect to contribute on a pre-tax basis, your contributions as well as any investment earnings are tax deferred, which means they are not taxable until distributed.

Roth After-tax Contributions

If you elect to contribute on a Roth after-tax basis, you pay current federal or state income tax on your contributions; however, you can make tax-free withdrawals of your contributions and any earnings, subject to provisions on the Plan.

Please refer to the plan's Summary Plan Description (SPD) for additional information on eligibility, contributions, distributions, and other plan provisions.

When Can I Begin Contributing and What Is the Limit?

At any time, you may start contributing to the Plan, change the amount you are contributing, or stop contributing by completing a Salary Reduction Agreement. For 2023, the calendar year limit is \$22,500. If you are age 50 or older, you may contribute an additional \$7,500.

Is My Contribution Matched?

For those employees in an eligible class of participants, you may be eligible to receive a match on your contribution after serving one year with the University in which you worked a minimum of 1,000 hours.

Investment Performance and Fee Disclosure:

This plan allows you to direct how your contributions are invested. When making investment decisions, you should keep in mind how long you have until retirement, your tolerance for risk, how this retirement plan fits your overall financial goals, and the impact of fees. Access the most up-to-date information, including a prospectus and fee/expense report, for each investment offered online at: www.tiaa-cref.org/planinvestmentoptions (enter the plan ID, 150598 when prompted)

How Can I Obtain Additional Information or Enroll?

If you have questions or would like to enroll in the Plan, please contact the Office of Human Resources: Ezell Center, Room 130 Box 12257 (501) 279-4380hr@harding.edu www.harding.edu/hr