

<p style="text-align: center;">To All Non-Student Employees of Boston College 403(b) Universal Availability Notice</p>
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Boston College sponsors a Non-ERISA *403(b) Voluntary Retirement Plan* (the “Plan”). Eligible employees can voluntarily elect to defer a portion of their compensation to the 403(b) Plan to supplement their retirement savings.

Eligibility

Generally, all non-student employees of the College who receive W-2 reportable compensation are eligible to participate in the 403(b) Voluntary Retirement Plan. The 403(b) Plan is separate from the Boston College 401(k) Retirement Plans available to benefits-eligible faculty and staff. The College does not contribute to the 403(b) Plan.

Contributions

An eligible employee can elect to defer a portion of his/her compensation to the Plan on a pre-tax and/or post-tax (Roth) basis.

Pre-tax Contributions – Both federal and state income taxes are deferred on the contributions and any earnings until accumulations are distributed from the Plan. Distributions are then taxed as ordinary income for federal and state tax purposes.

Post-tax Contributions – Federal and state income taxes are withheld from Roth contributions at the time they are contributed to the Plan. However, the contributions and

Contribution Limits

Annual contributions to the Plan are limited by IRS regulations. The contribution limits for the 2024 calendar year are:

Basic Elective Limit*	Age 50+ “Catch-up” Limit*
\$23,000	\$7,500 (additionally)

*Limits include employee contributions to both the 403(b) Plan and, if eligible, the 401(k) Plan. The Age 50+ “Catch-up” Limit is available to anyone who will be age 50 or over by December 31, 2024.

How to Enroll

Eligible employees may begin participating at any time, with contributions generally effective the first of the month following receipt of completed forms. To enroll in the Plan, an employee must complete a Boston College **Salary Reduction Agreement** along with a TIAA enrollment form and/or a Fidelity Investments enrollment form.

The **Salary Reduction Agreement** will apply only to amounts earned after enrolling in the Plan, and an employee’s election under the **Agreement** will continue until the **Agreement** is modified or revoked by the employee. [**Note:** All forms must be sent to the Benefits Office, not to TIAA or Fidelity.]

Forms and general information may be obtained from the Benefits Office, 129 Lake Street, Room 140 (Brighton Campus), telephone 617-552-3329. Inquiries may also be directed to benefits@bc.edu. The forms may also be found by going to www.bc.edu/benefits; Retirement Program; Voluntary 403(b) Program; Enrollment Forms.

To contact the retirement vendors directly for information:

TIAA	Counseling Center On-line	1-800-842-2776 www.tiaa.org/bostoncollege
FIDELITY	Customer Service On-line	1-800-343-0860 www.fidelity.com/atwork