

The University of Alabama System Office 457(b) Deferred Compensation Plan

Plan Description

The Board of Trustees of The University of Alabama, by and on behalf of The University of Alabama System Office is pleased to offer **The University of Alabama System 457(b) Deferred Compensation Plan** (the "457(b) Plan") which was amended and restated as of October 1, 2019. The 457(b) Plan is a nonqualified plan of deferred compensation that permits eligible employees to accumulate tax-deferred savings.

The University of Alabama System 457(b) Deferred Compensation Plan At a Glance

<i>FEATURES</i>	<i>457(b) PLAN PROVISION</i>
Type of Plan	Governmental 457(b) Deferred Compensation Plan
Plan Administrator	The Board of Trustees of The University of Alabama
Eligibility	All Employees are eligible except for the following: Independent Contractors Employees whose employment is governed by the terms of a collective bargaining agreement Student Employees and Student Teachers as defined by the Employer (including, but not limited to, Graduate Teaching Assistants, Graduate Research Assistants and Graduate Assistants)
Enrollment	Voluntary
Maximum Annual Deferral	The maximum amount permitted by law is \$19,500 (in 2020). This limit applies to the combined total of your contributions (including Roth).
Roth Deferrals	Available
Employer Matching Contributions	None provided
Employer Non-Elective Contributions	Not available
Special 3 Year Catch-up Contributions	Available
Age 50 Catch-up Contributions	Available
Vesting	100% vested
Investment Sponsors	TIAA VALIC (closed to new contributions and loans)
Asset Transfers to the Plan from Prior Employer's Plan	Accepted
Loans	Available
Unforeseen Emergency Withdrawals	Available
In-service Withdrawals (other than Unforeseeable Emergency)	Available (1) upon attainment of age 70 ½ or (2) if account balance is less than \$5000 (excluding rollovers), no contributions have been made during the previous two years, and no prior distributions have been taken (except for unforeseeable emergency withdrawals)
Benefit Commencement	You may commence distribution of benefits at any time following Severance from Employment, attaining age 70 ½ or death.
Asset Transfers from the Plan to Another Employer's Plan	You may transfer your entire account balance to another eligible Deferred Compensation Plan of a governmental employer to the extent permitted by law and the terms of the receiving plan.

<i>FEATURES</i>	<i>457(b) PLAN PROVISION</i>
Normal Retirement Age	Age 70 ½ , unless the Participant has elected an alternative Normal Retirement Age by written instrument delivered to the Employer prior to Severance from Employment

PLAN OVERVIEW

The remainder of this summary plan description is presented in question-and-answer format to help you better understand the 457(b) Plan and how it works. Please refer to the Plan document for full details.

Eligibility

Q: *Who is eligible to participate in the 457(b) Plan?*

A: All employees are eligible to participate in the 457(b) Plan **except** independent contractors, Student Employees, and Student Teachers as defined by the Employer (including, but not limited to, Graduate Teaching Assistants, Graduate Research Assistants and Graduate Assistants) and employees whose employment is governed by the terms of a collective bargaining agreement.

Enrollment

Q: *How do I enroll in the 457(b) Plan?*

A: In order to complete your enrollment in the 457(b) Plan, you must complete the applicable enrollment form along with a Deferred Compensation Agreement.

Q: *When will my enrollment become effective?*

A: Your enrollment will become effective in the month following the month that you enroll. For instance, if you enroll in the 457(b) Plan in September, your first contribution will come from your October paycheck.

Q: *Do I have to re-enroll each year?*

A: No. Your enrollment and deferral elections will automatically continue for the following Plan year, unless you change or cancel your election or you are no longer eligible to participate in the Plan.

Contributions

Q: *How much can I contribute?*

A: For 2020, you can contribute up to \$19,500 of your salary. This limit applies to the combined total of your contributions (including Roth).

Q: *May I defer accumulated sick pay, accumulated vacation pay, and back pay?*

A: Yes, you may defer accumulated vacation pay.

Q: *May I change the amount I choose to defer?*

A: Yes. You may elect to change the amount of your deferral by submitting a new Deferred Compensation Agreement to the Plan Administrator or its designee. A change in the amount of Annual Deferrals will typically take effect as of the first day of the next following month or as soon as administratively practicable thereafter.

Q: *Can I stop my contributions to the 457(b) Plan at any time?*

A: Yes, you can terminate your election at any time; however, the cancellation of your salary deferrals will not take effect until the month following your election to cancel.

Q: *What happens if I take a leave of absence?*

A: If you are on a paid leave of absence, your salary deferrals will continue. However, if your leave is unpaid, your deferrals will be discontinued and you must make a new deferral election upon your return.

Q: *Am I able to make special 3 year Catch-up Contributions?*

A: Yes. You may be eligible for an enhanced limit in the three calendar years prior to the calendar year in which you will attain the plan's Normal Retirement Age. Additional contributions equal the lesser of twice the applicable annual limit or the annual normal limit plus any unused amounts from prior years. These catch-up contributions may not be made in the calendar year declared as the Normal Retirement Age. Please note, you may only use the greater of the age 50 catch-up or special 3 year catch-up, but not both in the same year.

- Q: Does the 457(b) Plan provide for any age 50 catch-up contributions?**
A: Yes. If you are at least age 50 by the end of the calendar year, you are permitted to elect an additional amount of contributions, up to the maximum age 50 catch-up amount for the year. The maximum dollar amount of the age 50 catch-up contributions increases with inflation; for 2020 the limit is \$6,500 (as indexed). The age 50 catch-up does not apply for any year for which a higher limitation applies under the make-up contribution described above.
- Q: Does the 457(b) Plan provide for catch-up contributions in the event of a Military Leave?**
A: Yes, the 457(b) Plan does allow for catch-up contributions in the event of a Participant's qualified military service.
- Q: Does The Board of Trustees of The University of Alabama, by and on behalf of The University of Alabama System Office contribute to the 457(b) Plan?**
A: No, The Board of Trustees of The University of Alabama, by and on behalf of The University of Alabama System Office does not contribute to the 457(b) Plan. Contributions to the 457(b) Plan are made entirely through employee salary deferrals.

Your Account

- Q: When do I become vested?**
A: You are always 100% vested in your account and any earnings thereon.

Receiving Payments from the 457(b) Plan

- Q: When may I begin receiving payments from my account?**
A: You may commence distribution of benefits at any time following Severance from Employment, attaining age 70 ½ or death.
- Q: How are my benefits taxed?**
A: Payments from the plan are taxed as ordinary income and reported on Form 1099-R.
- Q: Do the Required Minimum Distribution rules apply to the 457(b) Plan?**
A: Yes, you must begin receiving distributions from the plan no later than April 1st of the calendar year following the calendar year you attain age 70 ½ or retire/separate from service, whichever is later.
- Q: May I rollover my account to another plan?**
A: Yes. You can rollover your account after termination to an IRA, another governmental 457(b) plan, a qualified plan (such as a 401(k) plan), or a 403(b) plan to the extent permitted by law and the terms of the receiving plan.
- Q: May I transfer my account to another plan?**
A: You may transfer your entire account balance to another eligible Deferred Compensation Plan of a governmental employer to the extent permitted by law and the terms of the receiving plan.
- Q: Can I take a loan against my account?**
A: Yes. There are numerous restrictions on loans from your account. Please contact your investment provider for more information.
- Q: Does the 457(b) Plan provide for Unforeseen Emergency withdrawals?**
A: If you suffer an "unforeseeable emergency," you may make a written request for payment of all or a portion of your account balance in an amount not to exceed the amount that will satisfy your unforeseeable emergency. An unforeseeable emergency is a severe financial hardship resulting from your illness or accident (or that of your beneficiary), the loss of your (or your beneficiary's) property due to casualty, or other similar extraordinary and unforeseeable circumstances arising from events beyond your control (as determined based on all of the facts).

Beneficiary Designation & Death Benefits

Q: *How do I designate my beneficiary?*

A: You may designate any individual, trust, estate or other legal entity as your beneficiary by filing a beneficiary designation with your investment sponsor. Your beneficiary designation will not be effective until you file the designation with your investment sponsor. You may change your beneficiary designation any time prior to the commencement of benefits. If you have questions regarding a beneficiary designation, contact your investment sponsor.

Q: *What happens to my account balance if I die?*

A: Distributions will be made to your designated Beneficiary as soon as administratively feasible following your death unless the Beneficiary selects an alternative distribution option that is made available by any other Investment Sponsor and selected for use under the Plan.

Claims and Appeals Procedures

Q: *Can I submit a claim for benefits under the 457(b) Plan?*

A: Yes, you must file a claim for a benefit with your investment sponsor. If your claim is denied, you will be provided with notice of the denial within 90 days after your claim is received, unless this deadline is extended in order to fully process your claim. This notice will include the reason for the denial, the provisions of the 457(b) Plan on which the denial is based, a description of any additional information or materials necessary to perfect the claim (and an explanation of why such information or material is necessary), and a description of the 457(b) Plan's appeals procedures.

Q: *How do I appeal a denial of my claim?*

A: If the determination to deny your claim is not acceptable to you, you may file an appeal with the plan administrator. The appeal must be in writing and filed within 60 days after the date your claim for benefits is denied by the investment sponsor.

Additional Information

Q: *Who administers the 457(b) Plan?*

A: The Board of Trustees of The University of Alabama is the plan administrator for the 457(b) Plan.

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