

THE GEORGE WASHINGTON UNIVERSITY

Retirement Plans



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WASHINGTON, DC

The George Washington University (GW) offers four plans to help you save for your future. Each of the plans is different, and it's important that you understand how they work to take advantage of their features.

Read on to review each of the plans, how they work, and how to get more information about them — including how to enroll. You will be notified as you become eligible for each of these plans.

For Assistance

You may arrange a confidential consultation with a Fidelity representative or a TIAA Consultant to review all the GW plans available to you, and to assist you in making informed decisions. A Fidelity representative or a TIAA Consultant is regularly on site at GW locations to discuss your situation in person, or you may conduct your session over the phone.

Call **800-642-7131** to make your appointment with a Fidelity representative.

Call **866-843-5640** to make your appointment with a TIAA Consultant.

Qualified Retirement Savings Plans offered to all employees. These assets are held in a Trust and are not assets of the university.

GW 403(b) Supplemental Retirement Plan

This Plan allows employees to contribute pretax contributions, Roth after-tax contributions, or a combination of the two through payroll deduction. It's important to note that the employee must make contributions to receive the university matching contributions. Contributions are subject to IRS limits.

GW 401(a) Retirement Plan for Faculty and Staff

This Plan is funded entirely by the university; there are no employee contributions made to this Plan. Once you are eligible to participate in this Plan, GW will contribute an amount equal to 4% of your eligible annual compensation automatically; this is your base contribution. GW will also contribute an amount equal to 150% of the first 4% of your eligible compensation that you contribute to the 403(b) Plan; this is your matching contribution. The maximum match cannot exceed 6% of your compensation. Contributions are subject to IRS limits.

Nonqualified Plans offered to certain GW employees. These assets are held in a Trust, but are assets of the university until participants take a qualified distribution.

GW 457(b) Deferred Compensation Plan

This nonqualified deferred compensation plan allows eligible employees to supplement their GW 401(a) and GW 403(b) retirement savings with additional tax-deferred employee contributions. Eligibility for the 457(b) Plan is restricted to employees with a total base salary of greater than or equal to 125% of the annual Highly Compensated Employee (HCE) Limit as defined by the IRS. For 2025, employees with a base salary of \$200,000 or more are eligible.

GW 457(f) Restoration Plan

This nonqualified plan is intended to restore or replace certain benefits that cannot be provided under the GW Qualified Retirement Savings Plans due to IRS compensation limits. This Plan is funded entirely by the university, and employees are notified of eligibility.

For more information about the key provisions for each of the Plans, see the following pages.

GW Retirement Savings Plans — Summary of Key Provisions

Provision	403(b) Supplemental Retirement Plan	401(a) Base Retirement Plan
Eligibility	<ul style="list-style-type: none"> • Eligible upon date of hire • Notified upon eligibility, employee must proactively enroll. • Ineligible employees include students, fellows, graduate teaching assistants, any person whose employment is incidental to his or her educational program, employees of an affiliated employer that is not a tax-exempt entity, members of a collective bargaining unit unless agreement expressly provides for participation in the Plan, non-resident aliens with no U.S. source of earned income, leased employees, and independent contractors 	<ul style="list-style-type: none"> • Must complete two years of service. • Notified upon eligibility and automatically enrolled. • Ineligible employees include students, fellows, graduate teaching assistants, any person whose employment is incidental to his or her educational program, faculty members who are paid on a per-course basis, members of a collective bargaining unit unless agreement expressly provides for participation in the Plan, non-resident aliens with no U.S. source of earned income, leased employees, and independent contractors
Enrollment	Enroll any time at www.NetBenefits.com/GW or call 800-343-0860	<ul style="list-style-type: none"> • Automatically enrolled when eligible • Designate provider(s) and choose investments at www.NetBenefits.com/GW or call 800-343-0860
Contributions— Employee	<ul style="list-style-type: none"> • Employees may make pretax and/or post-tax Roth contributions. • The combined limit for all employee contributions is \$23,500 (2025) • Age 50 catch-up contributions up to \$7,500, or \$11,250 if age 60-63 (2025)¹ • Changes to employee contributions can be made at any time 	None
IRS Maximum Contributions	For 2025, employee elective deferrals cannot exceed \$23,500 if under age 50, or \$31,000 if age 50 or older (or \$34,750 if age 60-63) including catch-up.	University contributions are based on the annual IRS compensation limit, \$350,000 for 2025
Contributions— University	None	<ul style="list-style-type: none"> • Base contribution amount equal to 4% of compensation • Matching contributions equal to the lesser of 1) 150% of the amount a participant contributes to the 403(b) plan, or 2) an amount equal to 6% of the participant's compensation (subject to non-discrimination testing). Employees must contribute to the 403(b) Plan to receive the matching university contribution to the 401(a) Plan
Vesting	100% at all times	100% at all times
Investments	<ul style="list-style-type: none"> • An array of investment options available through either Fidelity and/or TIAA. Also, a self-directed brokerage option is available. Changes can be made at anytime 	<ul style="list-style-type: none"> • An array of investment options available through either Fidelity and/or TIAA. Also, a self-directed brokerage option is available. • Changes can be made at anytime
Distribution Events	<p>Active service</p> <ul style="list-style-type: none"> • Age 59½ or older • Hardship² • Birth/Adoption • Disability • Loans available within the plans at Fidelity and TIAA <p>After termination</p> <ul style="list-style-type: none"> • Termination of employment • Death 	<p>Active service</p> <ul style="list-style-type: none"> • In-service withdrawal of match contributions at age 59½ or older • In-service withdrawal of base contributions at age 62 or older • No loans or hardship withdrawals • Disability <p>After termination</p> <ul style="list-style-type: none"> • Termination of employment • Death
Distribution Forms	<ul style="list-style-type: none"> • According to individual agreement • Primary form is an annuity 	<ul style="list-style-type: none"> • Qualified joint & survivor annuity • Life annuity • Annuity with guaranteed payment period • Lump-sum payment • Combination lump-sum and annuity payments

GW Retirement Savings Plans — Summary of Key Provisions

Provision	457(b) Deferred Compensation Plan	457(f) Restoration Plan
Eligibility	<ul style="list-style-type: none"> In 2025, employees with a salary of \$200,000 or more Notified upon eligibility 	<ul style="list-style-type: none"> Salaried employees above 401(a)(17) limit of \$350,000 in 2025 Notified upon eligibility and automatically enrolled
Enrollment	Enroll by contacting GW Benefits by email to benefits@gwu.edu or call 571-553-8382	Automatically enrolled when eligible
Contributions—Employee	<ul style="list-style-type: none"> Employee pretax contributions up to \$23,500 in 2025 (in addition to the 403(b) limit) Limited catch-up contributions may also be available for eligible employees during the years they turn age 62, 63, and 64, to the extent the deferral limit was not met in any previous years the employee was participating. 	None
IRS Maximum Contributions	Eligible employee contributions cannot exceed \$23,500 in 2025 (or up to \$47,000 if eligible for limited catch-up contributions)	None
Contributions—University	<ul style="list-style-type: none"> University contributions equal to amounts not contributed to the Base Retirement Plan due to limits imposed by IRS Code sections 401(a)(17) and 415(c)(1) University may use the 457(b) Plan to make 457(f) contributions to the extent the participant has not reached the \$23,500 limit in 2025 	University contributions equal to any difference between amounts not contributed to the Base Retirement Plan due to Code limits and amounts contributed to the 457(b) Plan
Vesting	100% at all times	<ul style="list-style-type: none"> The later of age 50 and 5 years of service Disability Death
Investments	<ul style="list-style-type: none"> An array of investment options available through either Fidelity and/or TIAA. Also, a self-directed brokerage option is available. Changes can be made at anytime 	<ul style="list-style-type: none"> An array of investment options available through Fidelity Only. Also, a self-directed brokerage option is available. Changes can be made at anytime
Distribution Events	<p>Active service</p> <ul style="list-style-type: none"> Unforeseeable emergency³ Account balance less than \$7,000 with no contributions for more than 2 years may request a one-time voluntary in-service distribution <p>After termination</p> <ul style="list-style-type: none"> Termination of employment Retirement Death 	<p>Active service</p> <ul style="list-style-type: none"> None <p>After termination</p> <ul style="list-style-type: none"> Plan distributes a lump-sum benefit payment within 90 days
Distribution Forms	<ul style="list-style-type: none"> Lump sum Equal monthly installments Life annuity Joint & survivor annuity 	Lump sum
Early Retirement Age	None	None

¹Eligibility for catch-up contributions is determined by age of participant on the last day of the calendar year.

²Hardship withdrawals from the 403(b) Plan are permitted to pay for medical expenses, home purchase, and tuition expenses; to prevent eviction or foreclosure; and to pay funeral expenses of any immediate family member. The hardship withdrawal may not exceed the amount necessary to pay the expenses.

³Unforeseeable emergency under a 457(b) plan is defined as a severe financial hardship to the participant resulting from a sudden and unexpected illness or accident of the participant or a dependent, or loss of property by the participant. The emergency cannot be relieved through insurance, liquidation of assets, or ceasing deferrals under the Deferred Compensation Plan.

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Investing involves risk, including risk of loss.

The GW 457(b) and 457(f) plans are unfunded, nonqualified plans, and no funded account has been established for you. Any account is only a recordkeeping account that records your deferred compensation and any notional earnings applicable to your deferred compensation. In the event of a bankruptcy or insolvency, you would be an unsecured, general creditor of The George Washington University. For more information on the plans, please refer to the plan documents.

Hardship distributions are taxed as ordinary income and may be subject to a penalty when you file your income taxes.

The 403(b) Supplemental Retirement Plan and 401(a) Base Retirement are intended to be a participant-directed plan as described in Section 404(c) of ERISA, which means that fiduciaries of the Plan are ordinarily relieved of liability for any losses that are the direct and necessary result of investment instructions given by a participant or beneficiary.

This brochure provides only a summary of the main features of The George Washington University Retirement Plans, and the plan documents will govern in the event of any discrepancy.

The George Washington University providers referenced herein are all independent entities and are not affiliated with one another.

Fidelity Brokerage Services LLC, Member NYSE, SIPC
900 Salem Street, Smithfield, RI 02917

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