FAQs on the Reinstatement of 401(a) Plan
Base and Matching Retirement Contributions

Retirement Savings Plans Announcements from President LeBlanc

University Base Contribution Update (From January 2021)

On December 12, 2020, President LeBlanc announced the reinstatement of university base retirement contributions to the 401(a) Plan for eligible employees effective January 2021. University base contributions are equal to 4% of your eligible compensation each pay check.

University Matching Contribution Update (New Update; Effective July 2021)

On March 30, 2021, President LeBlanc announced that university matching contributions to the 401(a) Plan would be reinstated in July 2021. University matching contributions are equal to 150% of the first 4% of your eligible compensation that you contribute to the 403(b) Plan. The maximum match is 6% of your eligible compensation.

Note about the 403(b) Supplemental Retirement Plan

Throughout the suspension period, faculty and staff contributions to The George Washington University 403(b) Supplemental Plan (the “403(b) Plan”) continued to be deducted from participants’ paychecks. You can make changes to your 403(b) contributions at any time by visiting Fidelity NetBenefits, or call Fidelity at (800) 343-0860 (including those invested at TIAA). You can enroll, change your payroll contribution percent, reallocate your investments, or change your investment provider at any time.

QUESTIONS AND ANSWERS

1. When is GW reinstating the university’s matching retirement contribution?

Effective July 2021, all faculty and staff who are eligible to participate in the 401(a) Plan and who are contributing to the 403(b) Plan, will begin to receive university matching contributions.

Eligible biweekly employees will see matching contributions resume with their July 23 pay date, and monthly paid employees will see matching contributions resume with their July 30 pay date.
2. Do I need to take any action when the university matching contributions resume?

If you received university matching contributions prior to the suspension and made no changes to your 403(b) contributions, no action is required by you. University matching contributions to your 401(a) Plan account will automatically resume and be invested based on your prior provider and investment elections.

*Maximizing Your Matching Contribution*

Eligible employees who are not currently contributing at least 4% of their pay to the 403(b) Plan may want to consider increasing their 403(b) election in order to maximize available matching contributions from the university.

*401(a) Provider Election*

We encourage you to review your 401(a) provider election by logging into your account at netbenefits.com/GW. If no election has previously been made, contributions will automatically default to a Fidelity account and will be invested in the applicable Fidelity Freedom Fund. You may change your provider and investments at any time by visiting NetBenefits.

4. How do I enroll in the 403(b) Plan or continue to make changes to my contributions during the GW matching contribution suspension period?

You may enroll for the first time or make changes to your 403(b) Plan contribution elections, payroll contribution percentage, investment provider and investment fund elections, at any time. You may do so through Fidelity NetBenefits or by calling Fidelity at (800) 343-0860 (including those invested at TIAA).

5. What is the most I can contribute to my 403(b) Plan in 2021?

You can elect any percentage of your pay to contribute to the 403(b) Plan, although the IRS limits how much can be contributed to a 403(b) Plan during the calendar year. The IRS deferral limits for 2021 are as follows:

- **403(b) Elective Salary Deferral Limit** is $19,500. This is the basic retirement plan deferral limit for each employee.

- **Additional Age 50 Catch-Up Limit**
  - Employees age 50 and over (including those turning age 50 in 2021) can contribute an additional $6,500 to their 403(b) Plan retirement account.

6. Will the GW matching contribution to my 401(a) Plan account be reinstated in July if I am on paid leave?

Yes. For those who made contributions to the 403(b) Plan, GW’s matching contribution will be reinstated for all eligible 401(a) Plan participants including those on any form of paid leave, such as GW Short Term Disability, Paid Parental Leave and other paid leaves.

7. I am a visiting faculty member and my salary and fringe benefits are paid to GW by another institution. Will GW reinstate my matching contributions to my 401(a) Plan account?

Yes. Matching contributions to the 401(a) Plan will be reinstated effective July 2021 for all participants, regardless of position funding source.
8. My position is fully funded by a grant; will GW reinstate matching contributions to my 401(a) Plan account?

Yes. Matching contributions to the 401(a) Plan will be reinstated for all participants, regardless of position funding source.

9. I am a faculty member; how does my pay frequency, whether paid over 9 months or 12 months, impact the 2020 and 2021 contributions GW makes to my 401(a) Plan account?

GW’s 401(a) Plan contributions in 2020 and 2021 will be calculated based on all eligible compensation earned outside of the suspension period. There will be a true-up calculation at the end of each calendar year where we confirm that you receive your full contribution under the terms of the plan, regardless of pay frequency.

We Are Here To Help

For questions about GW retirement savings plans and other benefits please contact us at (571) 553-8382 or at benefits@gwu.edu.