

Lafayette College
403(b) Retirement Plan
2026 UNIVERSAL AVAILABILITY NOTICE

Lafayette College (the College) offers a 403(b) retirement plan (Lafayette College Retirement Plan) for eligible employees of the College. Employees are eligible to participate by making their own voluntary pre-tax and/or Roth after-tax contributions to the plan at any time of year, regardless of their eligibility for Employer Contributions, as described below:

All employees are eligible to participate in the voluntary aspect of the 403(b) plan except: Non-Resident Aliens, Temporary Employees, and Student Employees.

The 403(b) plan is a tax-deferred retirement program that permits an employee to reduce his or her compensation on a pre-tax elective deferral basis, and have the contribution deposited into a 403(b) account that the employee establishes with an investment company offered by the College under the plan. Amounts deposited into a 403(b) account and any earnings on those contributions are generally not taxed until the employee makes a withdrawal from the account following separation/severance from service with the College. (Some circumstances allow for withdrawals to be taken while in active service.)

Roth after-tax contributions are also permitted with the 403(b) plan and this means that taxes are taken out of your contribution before it is remitted by Lafayette College to the Plan. Once you have made a Roth contribution to the Plan, your Roth account in the Plan has been open for five years, and you've met certain plan distribution requirements, any distribution of Roth amounts, including the earnings thereon, will be tax free.

The College offers two approved 403(b) investment companies: TIAA-CREF and Fidelity Investments. Information regarding the various investment options is available on the College's Human Resources Website and from the College's Office of Human Resources. Employees can also contact the investment providers for specific information about the 403(b) funds and services offered.

Enrollment in the 403(b) plan and contribution changes must be made in the Retirement@Work portal, found on the Human Resources website: <https://hr.lafayette.edu/retirement-savings-plan/>.

The College has established policies that enable you to increase or decrease your contribution, stop your contribution, or change from one authorized investment vendor to another, on a per pay period basis. Employees may get the necessary enrollment forms from the Office of Human Resources. Additional information on the College's policies and other 403(b) plan rules can be obtained from the College's Human Resources website and from the Lafayette College Retirement Plan Summary Plan Description (SPD).

Annual employee contributions to 403(b) plans are limited by IRS regulations. Below are the elective deferral (voluntary contribution) limits for 2026:

Generally, the standard maximum employee contribution limit is \$24,500 (for 2026, indexed annually).

The age-based catch-up contribution limits are as follows:

Active employee in the plan	Annual catch-up contribution limit	Prior Year FICA Wages greater than \$150,000	Prior Year FICA Wages less than or equal to \$150,000
Age 50-59	\$8,000	Roth Contribution	Pretax and/or Roth after-tax contributions
Age 60-63	\$11,250	Roth Contribution	Pretax and/or Roth after-tax contributions
Age 64 or older	\$8,000	Roth Contribution	Pretax and/or Roth after-tax contributions

Disclosure to employees: The College does not provide tax, legal, or investment advice, and recommends that employees seek such advice from the approved Lafayette College Retirement Plan investment providers, or other professionals who specialize in these areas.