



Retirement Plans Comparison Chart

Retirement Plans	401(a) Defined Contribution Plan	403(b) Plans	457(b) Deferred Compensation Plan
Who is eligible to participate?	Contact the benefits office to learn more	All employees are eligible.	
What kinds of contributions are available (pre-tax/Roth)	Once you are eligible to participate in the plans, Weber State University will make an employer contribution of 14.2% of your annual salary.	Pre-tax and Roth	Pre-tax and Roth
How do I enroll in the plan(s)?	N/A- you will be default enrolled into this plan.	If you are a new employee and don't enroll or opt out within 30 days, you will be automatically enrolled at 2% of your annual salary (pre-tax), and contributions will be directed to the Lifecycle Index Fund closest to your projected date of retirement.	tiaa.org/weber
What are the current investment options?	To view investments, please visit tiaa.org/weber .		
When are contributions vested?	Contributions are 100% vested immediately.		

How much can I contribute?

	401(a) Plan	403(b) Plans	457(b) Plan
Standard deferral limit	N/A, this plan allows employees to receive contributions made by Weber State University on their behalf.	\$23,500	\$23,500
Deferral limit plus age 50 catch-up	N/A, this plan allows employees to receive contributions made by Weber State University on their behalf.	\$31,000 (Standard catch-up + \$7500)	\$31,000 (Standard catch-up + \$7500)

How to access your account.



Access your plan account online at **tiaa.org**. You may establish your username and password if you haven't already registered.



Download the Apple or Android app from the App Store®, Google Play™ Store, or Windows Store to access your account on your mobile device.

Scan the code with your phone.



TIAA is here to help.

If you have questions, call **800-842-2252**. You may also use the automated voice response system, virtually 24 hours, 7 days a week.



The TIAA group of companies does not provide legal or tax advice. Please consult your legal or tax advisor.

This material is for informational or educational purposes only and is not fiduciary investment advice, or a securities, investment strategy, or insurance product recommendation. This material does not consider an individual's own objectives or circumstances which should be the basis of any investment decision.

As with all mutual funds, the principal value of a Lifecycle Fund isn't guaranteed at any time, including at the target date, and will fluctuate with market changes. The target date approximates when investors may plan to start making withdrawals. However, you are not required to withdraw the funds at that target date. After the target date has been reached, some of your money may be merged into a fund with a more stable asset allocation.

*Lifecycle Funds share the risks associated with the types of securities held by each of the underlying funds in which they invest. In addition to the fees and expenses associated with the Lifecycle Funds, there is exposure to the fees and expenses associated with the underlying mutual funds.

Investment, insurance, and annuity products are not FDIC insured, are not bank guaranteed, are not deposits, are not insured by any federal government agency, are not a condition to any banking service or activity, and may lose value.

You should consider the investment objectives, risks, charges, and expenses carefully before investing. Please call 877-518-9161 or go to tiaa.org/prospectuses for current product and fund prospectuses that contain this and other information. Please read the prospectuses carefully before investing.

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This document provides only a summary of the main features of the Supplemental Retirement Plan and 457(b) Deferred Compensation Plan, and the Plan Document will govern in the event of discrepancies.

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