2021 Annual Notice of Right to Participate in 403(b) Plan

To: All Employees of Baylor University

From: Human Resources

Date: October 29, 2020

Re: Notice of Your Right to Participate in the Baylor Retirement Plan

In compliance with the 403(b) regulations, we are pleased to notify you of the availability of a 403(b) plan in which voluntary pre-tax and after-tax salary reduction contributions can be made.

Employees are permitted to make changes to their voluntary retirement contributions using the Salary Reduction Agreement. The requested voluntary retirement contributions changes will take effect on the next pay date.

Generally, salary reduction contributions can be made in an amount up to the lesser of 100% of your includible compensation, or $19,500 (in 2021, as indexed) to all elective deferral plans in which you participate. Additionally, the plan permits the following catch-up contributions to be made by eligible employees:

• Up to $6,500 for employees that are age 50 or older in the current tax year (in 2021, as indexed);

Consult with your legal or tax advisor before participating in the 403(b) plan. Baylor University does not provide tax or legal advice.