



University of Missouri System

Voluntary Retirement Plans (VRP) Highlights

The university provides the following Voluntary Retirement Plan options for both benefit-eligible and non-benefit eligible faculty and staff. You may be able to participate in one or more of these plans.

Plan	Who is eligible?	When does eligibility begin?	2025 IRS annual limits	Loan provision	Withdrawal provision	Employer match
403(b) pretax¹	Benefit-eligible and non-benefit eligible employees	Employment commencement date	\$23,500	Yes	Allowed at age 59½ or severance from employment	No
Roth 403(b) after-tax¹	Benefit-eligible and non-benefit eligible employees	Employment commencement date	\$23,500	Yes	Allowed at age 59½ or severance from employment	No
403(b) pretax irrevocable^{1, 3}	Benefit-eligible and non-benefit eligible employees	One-time irrevocable election on or prior to employment commencement date	\$70,000	Yes	Allowed at age 59½ or retirement	No
457(b) pretax²	Benefit-eligible and non-benefit eligible employees	Employment commencement date	\$23,500	No	Allowed at age 59½ or severance from employment	Limited. Employees who have the Hybrid Plan or DC Plan as their core retirement plan can receive matched contributions.
Roth 457(b)²	Benefit-eligible and non-benefit eligible employees	Employment commencement date	\$23,500	No	Allowed at age 59½ or severance from employment	Limited. Employees who have the Hybrid Plan or DC Plan as their core retirement plan can receive matched contributions.
401(a) pretax irrevocable³	Benefit-eligible employees	One-time irrevocable election on or prior to employment commencement date	\$70,000	Yes	Allowed at age 59½ or severance from employment	No
Catch-up contributions⁴ 403(b) & 457(b)	Benefit-eligible and non-benefit eligible employees	Employment commencement date	Age 50-59: \$7,500 Age 60-63: \$11,250 Age 64+: \$7,500	Per plan (see above)	Per plan (see above)	Per plan (see above)

¹ Your total contribution to 403(b) pretax and Roth 403(b) plans combined cannot exceed the IRS annual contribution limits. Please visit irs.gov and search COLA limits for more information.

² Your total contribution to 457(b) pretax and Roth 457(b) plans combined cannot exceed the IRS annual contribution limits. Please visit irs.gov and search COLA limits for more information.

³ On or before employment commencement date, a one-time contribution election may be made that may not be changed unless you end employment with the university. Please contact the Office of Human Resources if you are interested in this option.

⁴ The 403(b) and 457(b) plans both offer the ability to contribute catch up contributions depending on age and plan provisions. The catch-up contribution amounts listed here are in addition to the individual plan limits set by the IRS as outlined in the individual plan rows listed in this table.



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Investment Options

The plans offer a range of **investment options** to help you meet your goals. You may select from a variety of options that best suit your goals, time horizon and risk tolerance. Descriptions of the plans' investment options and their performance are available online at [NetBenefits.com](https://netbenefits.com) (once you are logged in, select: *Plan & Learn>Get answers to your financial questions>Plan Information: Forms and plan information>Select the plan you would like to research*).

Target Date Funds

Target Date Funds are an asset mix of stocks, bonds and other investments that automatically becomes more conservative as the fund approaches its target retirement date and beyond. *Principal invested is not guaranteed.*

Fidelity Personalized Planning & Advice

Fidelity® Personalized Planning & Advice helps you take the time and stress out of managing your own investments. Access a team of professionals to help you create a plan and stay on track to retirement. Fidelity® Personalized Planning & Advice provides active retirement account management; this means that Fidelity's team of investment professionals invest, monitor, and rebalance your account as needed to adjust to changes in the market or changes to your situation.

Fidelity® Personalized Planning & Advice at Work is a service of Fidelity Personal and Workplace Advisors LLC and Strategic Advisers LLC. Both are registered investment advisers, are Fidelity Investments companies and may be referred to as "Fidelity," "we," or "our" within. For more information, refer to the Terms and Conditions of the Program. When used herein, Fidelity Personalized Planning & Advice refers exclusively to Fidelity Personalized Planning & Advice at Work. **This service provides advisory services for a fee, which will be paid from your account.**

Fidelity BrokerageLink

Fidelity BrokerageLink® a self-directed brokerage option which lets you invest in a broad range of mutual fund investment options beyond the investments available in the Program.

BrokerageLink® includes investments beyond those in your plan's lineup. You should compare investments and share classes that are available in your plan's lineup with those available through BrokerageLink and determine the available investment and share class that is appropriate for your situation. The plan fiduciary neither evaluates nor monitors the investments available through BrokerageLink. It is your responsibility to ensure that the investments you select are suitable for your situation, including your goals, time horizon and risk tolerance.