

Retirement Plans at a Glance

The University 403(b) Retirement Plan is the primary retirement program for eligible full and part-time faculty and professional staff.

Type of Plan	403(b) defined contribution retirement plan		
Investment Companies	TIAA-CREF (www.tiaa-cref.org/udel) Primary Plan: 102002 Voluntary Plan: 102003 Fidelity Investments (www.fidelity.com) Primary Plan: 56622		
Plan Eligibility	Faculty and professional staff employees in benefits eligible positions, working 50% time or greater.		
Contribution Rate	Primary Retirement Plan: employee minimum 4% of base benefit salary in order to receive University 11% contribution. Voluntary Retirement Plan: contributions above the employee minimum 4% is authorized, not to exceed IRS limits. A separate enrollment process to set up a voluntary contract must be completed in order to contribute above the primary plan employee 4% to TIAA-CREF (not required for Fidelity). Follow instructions below under “How to Enroll”. 2012 limits: Annual employee limit - \$17,000.00, Age 50 or Over Catch-up – up to an additional \$5,500.00.		
How to Enroll	Complete vendor on-line enrollment: <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> TIAA-CREF: http://www.tiaa-cref.org/udel Access Codes: Primary Plan 102002: 403BMAN Voluntary Plan (RA) 102003: 403BVOL Voluntary Plan (GSRA) 102003: 403BGSRA </td> <td style="width: 50%; vertical-align: top;"> Fidelity Investments: https://nbacctopen.fidelity.com Access Code: 56622 </td> </tr> </table> <p>Complete University 403(b) Salary Reduction Agreement (print from the following link): (http://www.udel.edu/hr/forms.html). After on-line enrollment is completed, return completed salary reduction agreement to Office of Human Resources, 413 Academy St., Newark, DE 19716. Enrollment may be at any time. Elections are effective the first day of the month.</p>	TIAA-CREF: http://www.tiaa-cref.org/udel Access Codes: Primary Plan 102002: 403BMAN Voluntary Plan (RA) 102003: 403BVOL Voluntary Plan (GSRA) 102003: 403BGSRA	Fidelity Investments: https://nbacctopen.fidelity.com Access Code: 56622
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Non-Resident Alien or U.S. Citizen with Foreign Address	On-line enrollment is not available for non-resident aliens or U.S. citizens with a foreign address. Contact the Benefits Office to obtain a paper enrollment form.		
Temporary Social Security Number	Employees with a temporary social security will need to wait until a permanent social security is assigned before they execute the on-line enrollment process.		
Retroactive Contributions	Retroactive contributions can be credited for new hires for 403(b) enrollments completed within the first 30 days from the date of benefit eligibility.		
Vesting Schedule	All contributions are immediately vested.		
Access to Accumulations	No access to primary retirement plan accumulations while still employed at the University of Delaware. Access to voluntary retirement plan		

	contributions at age 59 1/2, loan provisions, hardship withdrawal option.
Options When You Leave Prior to Retirement	Leave accumulations invested with the vendor until a later date; Cash withdrawal (taxation and early withdrawal penalty may apply); Rollover to an Individual Retirement Account (IRA); Rollover to new employer's retirement plan;
For Additional Information	Office of Human Resources – Benefits: 302-831-2171 TIAA-CREF: 800-842-2776 Fidelity Investments: 800-343-0860