Approved by the Board of Trustees

November 14, 2024

**02**

Board Meeting

November 14, 2024

# APPROVE 403(B) PLAN AMENDMENT

**Action:** Approve 403(b) Plan Amendment

**Funding:** No New Funding Required

The 403(b) Advisory Committee and System Human Resource Services recommend for approval an amendment to the Plan Document for the University of Illinois Supplemental 403(b) Retirement Plan (Plan). This change is in accordance with the SECURE 2.0 Act of 2022.

The 403(b) Plan is a voluntary defined contribution plan intended to have tax favored status under Section 403(b) of the Internal Revenue Code of 1986 (Code), as amended. Section 1.403(b)-3(b)(3) of the Treasury Regulations provides that the Plan document must contain all material terms and conditions for eligibility, benefits, applicable limitations, the contracts available under the Plan, and the time and form under which benefit distributions would be made.

This amendment adds an optional provision for taxable years beginning after December 31, 2024. This provision allows a higher catch-up limit for participants that are certain ages. Beginning in 2025, participants attaining ages 60, 61, 62, and 63 by the end of the calendar year may contribute a higher amount.

The amendment is compliant with applicable mandates and was prepared by Husch Blackwell with authorization from University counsel.

It is recommended that the Board of Trustees, as plan sponsor, approve and adopt the attached Amendment 1 to the Plan document, as the document governing the administration of the University of Illinois Supplemental 403(b) Retirement Plan.

The Board action recommended in this item complies in all material respects with applicable State and federal laws, University of Illinois *Statutes*, *The General Rules Concerning University Organization and Procedure*, and Board of Trustees policies and directives.

The executive vice president and vice president for academic affairs concurs.

The president of the University of Illinois System recommends approval.