Effective as of 11:59pm on September 30, 2020, all George Washington University contributions to the Plan will cease.

This suspension will not result in the loss of any benefits accrued under the Plan through the effective date, and account balances will continue to be invested pursuant to your current investment election(s) under the Plan. Nor does it affect your eligibility to contribute to the university’s 403(b) or 457(b) retirement plans.

This notice (which The George Washington University is required to provide under section 204(h) of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”)) describes the benefit formula under the Plan before and after the suspension and how benefits are affected by the suspension.

I. CURRENT BENEFIT FORMULA UNDER THE PLAN

The Plan provides that a Participant is entitled to receive:

   a) a Base Contribution equal to 4% of the Participant’s Eligible Compensation for the Plan Year; and

   b) a Matching Contribution equal to 150% of the amount that the Participant contributes to The George Washington University Supplemental Retirement Plan. In no event, however, shall the Matching contribution exceed 6% of the Participant’s Eligible Compensation for the Plan Year.
II. BENEFIT FORMULA UNDER THE PLAN AFTER SUSPENSION

The impact of the suspension of university contributions after September 30 on your benefits is described below.

For Plan Year 2020, a Participant in the Plan is entitled to receive:

a) a Base Contribution equal to 4% of the Participant’s Compensation for the period between January 1, 2020 and September 30, 2020; and

b) a Matching Contribution equal to 150% of the amount that the Participant contributes to The George Washington University Supplemental Retirement Plan between January 1, 2020 and September 30, 2020. In no event, however, shall the Matching contribution exceed 6% of the Participant’s Compensation for the period between January 1, 2020 and September 30, 2020.

The suspension of university contributions under the Plan will continue indefinitely until the university determines that economic conditions have improved enough to support the university making contributions to the Plan. You will be notified of the resumption of contributions at that time.

In the meantime, your account will continue to be credited with gains and losses based on your investment elections under the Plan. Your account will continue to be subject to the current distribution rules. For example, your spouse will continue to be required to consent to any distribution you may elect other than a qualified joint and survivor annuity with your spouse as beneficiary.

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This notice is designed to satisfy The George Washington University’s obligation to inform you of a reduction in your rate of future benefit accruals, as required by section 204(h) of ERISA and section 4980F of the Internal Revenue Code of 1986, as amended. This notice is also intended to constitute a summary of material modifications to the Plan under sections 102(a) and 104(b) of ERISA. It is intended to explain the changes to the Plan in non-technical terms. Please note that if there are any discrepancies between the information provided in this notice and the Plan document, the terms of the Plan document will govern. However, The George Washington University reserves the right to amend or terminate any of its employee benefit plans, in whole or in part, at any time and for any reason. Participation in the Plan is not a guarantee of continuing employment.

You do not need to take any action as a result of receiving this notice. If you have questions concerning this notice, you may contact GW Benefits at (571) 553-8382 Monday through Friday from 9:00 a.m. to 5:00 p.m., ET or via email at benefits@gwu.edu.