

Due to the current economic conditions caused by the COVID-19 pandemic, the College has implemented a number of cost-saving measures to shore up the College's financial footing in fiscal year 2021 and beyond. Among those measures are temporary changes to the Holy Cross 403(b) Defined Contribution and Group Supplemental Retirement Plan ("403(b) Plan") for exempt (salaried) employees. These changes are detailed in the attached Summary of Material Modification (SMM), which updates your 403(b) Plan's Summary Plan Description and should be kept with that document.

In short, the College has made the difficult decision to temporarily suspend the mandatory employee contribution and the mandatory matching employer contributions made on your behalf into the 403(b) Plan. This suspension of the mandatory contributions will be effective August 1, 2020, and continue through the current 403(b) Plan Year end date, December 31, 2020. We anticipate the suspension of these mandatory employee contributions and the College mandatory match may continue through the end of our fiscal year, i.e., June 30, 2021. To the extent that this suspension is extended beyond December 31, 2020, an additional communication will be provided at the appropriate time.

The College has also amended the 403(b) Plan effective August 1, 2020, to provide flexibility for the College to make future discretionary contributions that may replace some or all of the suspended contributions, if financial circumstances allow. Please note, however, that the College is not obligated to do so.

The suspension of the mandatory contributions does not limit your ability to manage your retirement account or investments, or change how and when you can access your retirement funds. The College encourages you to continue or commence making voluntary contributions to your Group Supplemental Retirement Plan account. Employees can change, commence, increase, decrease or stop their voluntary contribution elections any time during the year up to the IRS annual limit. The IRS voluntary 403(b) Plan contribution maximum in 2020 is \$19,500 for all employees under age 50. Employees age 50 or older are allowed an additional catch-up contribution amount of \$6,500 for a total of \$26,000 in 2020.

As Fidelity is the Master Administrator of our 403(b) Plan, all employees must record their voluntary contribution elections or changes and their investment options online at [www.netbenefits.com/holycross](http://www.netbenefits.com/holycross) regardless whether you are investing your retirement funds with Fidelity or TIAA. Please follow the instructions on the 403(b) Plan enrollment flyer posted on our HR website by [clicking here](#).

If you have any questions regarding this email or the attached Summary of Material Modification notice, please contact Alan Hurley at [ahurley@holycross.edu](mailto:ahurley@holycross.edu) or 508-793-2426 or Erika Fradsham at [efrasha@holycross.edu](mailto:efrasha@holycross.edu) or 508-793-2424.