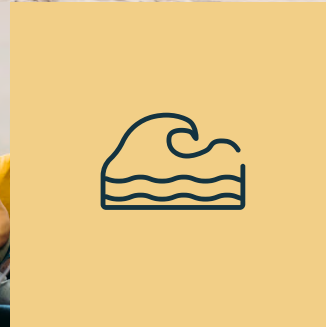
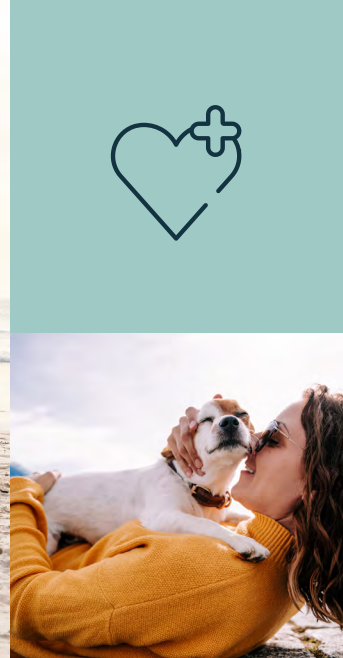




# 2025 RETIREMENT BENEFITS AT-A-GLANCE



# RETIREMENT PLANS



## Chapman University Tax Deferred Annuity (TDA) 403b Plan

- You are eligible **the first of the month following date of hire**
- Authorized fund sponsors are **TIAA** and **Fidelity Investments**
- Contribute **1% – 100%** of your eligible pay
- Contributions can be **pre-tax** or **Roth after-tax**
- 2025 IRS limits:
  - **\$23,500** annual maximum
  - Additional **\$7,500** allowed if age 50+

## Chapman University Defined Contribution (DC) 401a Plan

- You are eligible **the first of the month following date of hire**
- The Defined Contribution Plan consists of employer contributions in **two layers**:
  - 1 A 3% discretionary employer contribution (no employee contributions are required)
  - 2 A 1% to 6% discretionary employer matching contribution (employee contribution to the 403b plan required)
- Vesting of employer contributions occurs over a four-year period, 25% per anniversary year

Employee Contribution – 403b	Employer Contribution – 401a
0%	3%
1%	1% match + 3%
2%	2% match + 3%
3%	3% match + 3%
4%	4% match + 3%
5%	5% match + 3%
6%+	6% match + 3%

**Visit our authorized fund sponsors **TIAA** and **Fidelity Investments** to learn more about the retirement plans.**



# CONTACT INFORMATION



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