

Westmont College Retirement Plan

Key Plan Features

Westmont College is committed to helping you save for retirement through the Westmont College Retirement Plan.

There's no waiting period. You can enroll in the Plan at any time by logging on to Fidelity NetBenefits® at www.netbenefits.com/westmont or calling Fidelity at 1-800-343-0860. You'll need to choose Fidelity Investments or TIAA as your retirement plan provider.

Plan Highlights

You may contribute up to 100% of your eligible compensation (subject to the annual IRS dollar limit of \$19,500 in 2021). In addition, if you are age 50 or older, and are contributing the maximum plan or IRS pretax amount, you may be eligible to contribute an extra \$6,500 in catch-up contributions in 2021.

The Plan offers you investment options with Fidelity and TIAA. If you do not actively choose an investment option, your Fidelity contributions will be defaulted to one of the T. Rowe Price Retirement Funds with the target retirement date closest to the year you might retire, based on your current age and assuming a retirement age of 65 and your TIAA contributions will be defaulted to TIAA Lifestyle Moderate Fund - Retirement Class, at the direction of Westmont College. A complete description of the investment options and their performance, as well as planning tools to help you choose an appropriate mix, are available online at www.netbenefits.com/westmont. You may also view a list of the investment options available at TIAA at this website. Information regarding the TIAA funds is available at www.tiaa-cref.org/westmont, or you may contact TIAA at 1-800-842-2252. You must also set up an account on the TIAA website to select TIAA investment options.

The T. Rowe Price Retirement Funds are designed for investors expecting to retire around the year indicated in each fund's name. The funds are managed to gradually become more conservative over time as it approaches the target date. The investment risk of each target date fund changes over time as its asset allocation changes. The funds are subject to the volatility of the financial markets, including that of equity and fixed income investments in the U.S. and abroad, and may be subject to risks associated with investing in high-yield, small-cap, and foreign securities. Principal invested is not guaranteed at any time, including at or after the target dates.

For those desiring the most investment flexibility and choice, the Plan offers a self-directed brokerage option, which gives you access to many other mutual funds. A complete description of the Plan's investment options and their performance, as well as planning tools to help you choose an appropriate mix, are available online at Fidelity NetBenefits®.

Westmont College Match

Eligible employees, who have attained age 26 and completed 1,000 hours of service in a 12 consecutive month period at Westmont, or at another institution immediately prior to employment at Westmont, shall be eligible for Employer Matching contributions. If you contribute 1%, you will receive a 3% matching contribution. If you contribute 2%, you will receive a 5% matching contribution. And if you contribute 3%, you will receive a 7% matching contribution. You will be notified when you are eligible for the college match.

Vesting

You are always 100% vested in all contributions made to the Westmont College Retirement Plan.

Beneficiary

Please remember to go online to designate your Beneficiary at www.netbenefits.com/westmont. Simply log on to NetBenefits® at this site, and click *Profile*, then click *Beneficiaries*. (If you do not designate a beneficiary, upon your death your account will be distributed according to the provisions of the plan.) If you do not have access to the internet, or prefer to complete your beneficiary information by paper form, please contact Fidelity at 1-800-343-0860. To designate a beneficiary for your TIAA investments, go to www.tiaa-cref.org/westmont or call 1-800-842-2252.

Managing Your Account Will Be Easy

Once you've enrolled in the plan, you'll have access to your account virtually 24 hours a day, 7 days a week.

Online: www.netbenefits.com/westmont

Knowledgeable Fidelity and TIAA representatives can provide you with more information about your plan and help you with a variety of transactions. Representatives are available Monday through Friday, from 5 a.m. to 9 p.m. Pacific time.

Over the phone with Fidelity: **1-800-343-0860**

Para hablar con un representante hispanohablante, llame al 1-800-587-5282.

Over the phone with TIAA: **1-800-842-2252**

Para hablar con un representante hispanohablante, llame al 1-800-842-2252, opción 9.

Schedule an appointment

Your dedicated Fidelity Retirement Planner will be available on campus throughout the year to meet with you individually to discuss your retirement planning needs. Schedules of appointments can be found at www.netbenefits.com/westmont, or by calling **1-800-642-7131**. Appointments may also be made with a TIAA representative at www.tiaa-cref.org/westmont.

There's never been a better opportunity—invest in your future today!

Before investing in any mutual fund, consider the investment objectives, risks, charges, and expenses. Contact Fidelity for a prospectus or, if available, a summary prospectus containing this information. Read it carefully.

Investing involves risk, including risk of loss.

TIAA and Fidelity Investments are independent entities and are not legally affiliated

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