

## MEMORANDUM

To: Evan Glazer, PhD  
From: Nashwa Mekky  
Re: 403(b) Plan Match  
Date March 1, 2023

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In March, 2019, the Board of Trustees approved implementation of a 403(b) deferred compensation plan for members of the Senior Leadership Team (“SLT”). Subsequently, the Collective Bargaining Agreements between IMSA Board of Trustees, IMSA Council, and IMSA RC Council, AFT Local 604, provide approved matching contributions for bargaining unit members.

In an effort to expand this benefit to all employees, it is with great pleasure that I share with you that IMSA will now provide 403(b) matching contributions to all eligible non-bargaining unit employees for up to \$500 for at least one (1) full academic year of service, and up to \$1,000 for employees with at least nine (9) full academic years of service. To learn more about how you can participate in this new benefit, please contact HR.

Eligibility:

1. Matching contribution disbursement after one academic year
2. Must be on payroll at the time of contribution
3. Must be a non-union employee of IMSA
4. Must have satisfactory performance w/i 12 months preceding contribution
5. Part-time members will receive a pro-rated contribution
6. Must have an open 403b account w/Plan Connect

**Cabinet: Up to \$5000**

**Assoc/Exec Director: Up to \$2000**

**Director: Up to \$1500**

**Asst Dir: Up to \$500**

**IMSA Staff: Up to \$500**