



Boston University 457(b) Savings Plan

Invest in your retirement—and yourself—today, through the Boston University 457(b) Savings Plan and Fidelity.



Your Guide to Getting Started

## Invest some of what you earn today for what you plan to accomplish tomorrow.

You are eligible to enroll in the Boston University 457(b) Savings Plan. Take a look and see what a difference enrolling in the Boston University 457(b) Savings Plan could make in achieving your retirement goals.

### **Benefit from:**

**Convenience.** Your contributions are automatically deducted regularly from your pay.

**Tax savings now.** Your pretax contributions are deducted from your pay before income taxes are taken out. This means that you can actually lower the amount of current income taxes you pay each pay period.

**Tax-deferred savings opportunities.** You pay no taxes on any pretax earnings until you withdraw them from your account, enabling you to keep more of your money working for you now.

**Investment options.** You have the flexibility to select from investment options that range from more conservative to more aggressive, making it easy for you to develop a well-diversified investment portfolio.

To learn more about what your plan offers, see "Frequently asked questions about your plan" later in this guide.



Enroll in your plan and invest in yourself today.



# Frequently asked questions about your plan.

Here are answers to questions you may have about the key features, benefits, and rules of your plan.

## **Who is eligible for the Boston University 457(b) Savings Plan?**

By law, participation in a 457(b) Plan must be limited to a select group of highly compensated employees within an organization. To meet this requirement, the University has determined that you are eligible to participate in the 457(b) Savings Plan if you have eligible pay of at least \$180,000. The earnings threshold for eligibility may be adjusted each year by Boston University.

For purposes of this Plan, eligible pay is your current base salary or your total gross earnings for the prior calendar year.

Eligibility to participate in the 457(b) Savings Plan is determined on an ongoing basis. If you become eligible mid-year, you may begin participating in the month following your eligibility. If you lose eligibility mid-year, your contributions will stop in the month you lose eligibility.

## **When can I enroll in the Plan?**

There is no waiting period. You can enroll in the Plan at any time. Your contribution becomes effective on the first of the month following your enrollment.

## **How do I enroll in the Plan?**

Enroll online at any time. If you do not have a NetBenefits® username and password click on "Register" at the top of the page and then follow the prompts to create one. Once you have created one or if you already have a username and password choose the "BU 457B PLAN" from the home page.

Next select the Contributions Tab. On the next page select the "Deferral Election" link. On the Deferral Election page you will be able to enter a semi-monthly dollar amount to contribute to the Plan. Follow the instructions to confirm your contribution. The minimum election is \$50 per pay period with a maximum election of \$24,500 in a pay period. Elections can be made in \$1.00 increments. Once you have completed your deferral election follow these steps to select your investment elections.

Step 1: In the "Next Steps" box at the bottom of the page, choose the link "View and update your investment elections."

Step 2: On the Investment Elections page, follow the instructions to select your investments.

For additional information call Fidelity at 1-800-343-0860 if you have questions or need assistance with enrollment in the Plan.

## **When is my enrollment effective?**

Your contribution becomes effective on the first of the month following your enrollment.

## **What is the IRS contribution limit?**

You may defer \$24,500, the maximum IRS limit in 2026, which applies to all contributions in all 457(b) plans in which you participate. If your contributions reach the maximum amount before the end of the year, your contribution will automatically stop.

## **When am I vested?**

You are always 100% vested in your own contributions to the Boston University 457(b) Savings Plan, as well as any earnings on them.

## What are my investment options?

To help you meet your investment goals, the Plan offers you a range of options. You can select a mix of investment options that best suits your goals, time horizon, and risk tolerance. The many investment options available through the Plan include conservative, moderately conservative, and aggressive 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.

### Build your own portfolio:

If you wish to create your own portfolio, you can choose a combination of investments from the Plan's investment options in Tier 1, Tier 2 and Tier 3 listed below. Before you make any investment elections, you should become familiar with all the investment options offered by the 457(b) Savings Plan.

#### TIER 1: TARGET DATE FUNDS

Investing Style: Diversified portfolio within a single fund that shifts its emphasis to more conservative investments as the year of retirement nears.

Target-date funds are designed for participants who prefer a single-fund solution that includes a mix of stocks, bonds, and short-term assets. Each of the funds creates a diversified portfolio within one fund, based on your expected retirement year (the "target date" of the fund), or year in which you turn age 65. These funds automatically rebalance between stocks and bonds to become more conservative as you approach retirement.

#### TIER 2: PASSIVELY MANAGED EQUITIES

Investing Style: A broad selection of equity index funds designed to mirror a market index or benchmark.

Passively managed funds—commonly known as "index funds"—seek to approximate their benchmark's performance, rather than beat their benchmarks. A benchmark is what the investment's returns are compared to in order

to measure performance. Because the objective is to simply mirror the holdings and return of an index, less research is needed, transactions occur less frequently, and expenses tend to be lower than those of actively managed funds.

Ultimately, index funds are designed to provide exposure to a broad selection of securities at a relatively low cost. While these funds typically perform very similarly to the index they track, you should be aware that index funds cannot be expected to meet or beat the index's performance.

#### TIER 3: CAPITAL PRESERVATION AND INCOME

Investing Style: A broad selection of funds that seek to preserve savings and generate income or produce returns that exceed the inflation rate.

Tier three funds include the New York Life Guaranteed Fixed Interest Account, which is a guaranteed fixed-return annuity designed to provide you with a high level of principal stability. In addition, it lets you convert your balance to a guaranteed stream of income when you retire (Any guarantees are subject to the claims paying ability of the issuer).

The remaining funds in Tier 3 focus on income generation and inflation protection for investors who want to produce a growing income distribution while leaving the principal alone or returns that exceed the inflation rate so investors can build future purchasing power and wealth.

#### What if I don't make an investment election?

We encourage you to take an active role in the Boston University 457(b) Savings Plan and choose investment options that best suit your goals, time horizon, and risk tolerance. If you do not select specific investment options in the Plan, your contributions will be invested in the Vanguard Target Retirement Fund with the target retirement date closest to the year you might retire, based on your current age and





assuming a retirement age of 65, at the direction of Boston University.

If no date of birth or an invalid date of birth is on file at Fidelity, your contributions may be invested in the Vanguard Target Retirement Income Fund. More information about the Vanguard Target Retirement Fund options can be found online.

Target Date Funds are an asset mix of stocks, bonds and other investments that automatically becomes more conservative as the fund approaches its target retirement date and beyond. Principal invested is not guaranteed.

### **Can I take a loan from my account?**

Loans are not available in this Plan.

### **What are my distribution options once I separate from service?**

If you separate from service you must choose from the options listed below within 120 days of your separation date. Distributions cannot be received earlier than 120 days from separation. If you do not complete your election within the 120 days you will receive a lump sum distribution.

- Lump Sum
- Annual Installments over a duration of 2 to 5 years
- Transfer your balance to another 457(b) non-qualified savings plan.
- You can make one change to your election prior to your elected distribution date.

If you reach age 73 and are still actively working you are not required to take a Required Minimum Distribution (RMD). The Plan rules require that RMDs begin at the later of age 73 or separation from service. In the event of your death, any remaining account balance will be distributed to your beneficiary according to the Plan's rules.

Any assets distributed from your 457(b) plan will be taxable as ordinary income according to the federal tax tables. Distributions will be

taxed as wages in the year in which you receive them. You also have the opportunity to withhold additional amounts if needed. Federal income tax will not be withheld at the rate in effect at the time of withdrawal if an eligible plan-to-plan transfer is made to another employer's 457(b) plan that accepts the transfer. Be sure you understand the federal and state tax consequences of any distribution before you initiate one. You may want to consult your tax advisor regarding your situation.

### **How do I designate my beneficiary?**

Beneficiary information currently on file at Fidelity for your Boston University Retirement Plan and the Boston University Supplemental Retirement and Savings Plan will not automatically transfer to the 457(b) Savings Plan. You must make elections for all of your plans, and your designations can be different or the same for each of your plans.

To make your Beneficiary designations for the 457(b) Savings Plan elections, click on the "Profile & Settings" icon in the upper right-hand corner, then select "Beneficiaries" and follow the online instructions.

Beneficiary designations for the Boston University Retirement Plan and the Boston University Supplemental Retirement and Savings Plan are completed by form. Your 457(b) Savings Plan designations can also be completed by form, if you wish. Call Fidelity at 1-800-343-0860 for help with your beneficiary designations or to request a beneficiary form.





# Investment Options

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

Here is a list of investment options for the Boston University 457(b) Savings Plan. For up-to-date performance information and other fund specifics, go to [www.NetBenefits.com/BU](http://www.NetBenefits.com/BU).

## TIER 1: Target Date Funds

Placement of investment options within each risk spectrum is only in relation to the investment options within that specific spectrum. Placement does not reflect risk relative to the investment options shown in the other risk spectrums.

Investment options to the left have potentially more inflation risk and less investment risk

Investment options to the right have potentially less inflation risk and more investment risk



Vanguard Target Retirement 2020 Fund  
Vanguard Target Retirement 2025 Fund  
Vanguard Target Retirement Income Fund

Vanguard Target Retirement 2030 Fund  
Vanguard Target Retirement 2035 Fund  
Vanguard Target Retirement 2040 Fund

Vanguard Target Retirement 2045 Fund  
Vanguard Target Retirement 2050 Fund  
Vanguard Target Retirement 2055 Fund  
Vanguard Target Retirement 2060 Fund  
Vanguard Target Retirement 2065 Fund  
Vanguard Target Retirement 2070 Fund

Target date investments are generally designed for investors expecting to retire around the year indicated in each investment's name. The investments are managed to gradually become more conservative over time. The investment risks of each target date investment change over time as the investment's asset allocation changes. The investments are subject to the volatility of the financial markets, including 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 investment's target dates.

## TIER 2: Passively Managed Equities

Investment options to the left have potentially more inflation risk and less investment risk

Investment options to the right have potentially less inflation risk and more investment risk



### STOCKS

Domestic Equities	International/ Global
<b>Large Blend</b> Vanguard FTSE Social Index Fund Institutional Shares Vanguard Total Stock Market Index Fund Institutional Plus Shares	<b>Diversified</b> Vanguard Total International Stock Index Fund Institutional Shares

This spectrum, with the exception of the Domestic Equity category, is based on Fidelity's analysis of the characteristics of the general investment categories and not on the actual investment options and their holdings, which can change frequently. Investment options in the Domestic Equity category are based on the options' Morningstar categories as of 11/30/2025. There may be a number of funds in each category and each may have a significantly different risk profile as compared to other funds within that category as well as compared to funds in other categories on the spectrum. Morningstar categories are based on a fund's style as measured by its underlying portfolio holdings over the past three years and may change at any time. These style calculations do not represent the investment options' objectives and do not predict the investment options' future styles. Investment options are listed in alphabetical order within each investment category. Risk associated with the investment options can vary significantly within each particular investment category and the relative risk of categories may change under certain economic conditions. For a more complete discussion of risk associated with the mutual fund options, please read the prospectuses before making your investment decisions. The spectrum does not represent actual or implied performance.

**Non-Fidelity Government Mutual Fund Money Market:** *You could lose money by investing in a money market fund. Although the fund seeks to preserve the value of your investment at \$1.00 per share, it cannot guarantee it will do so. An investment in the fund is not a bank account and is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The fund's sponsor is not required to reimburse the fund for losses, and you should not expect that the sponsor will provide financial support to the fund at any time, including during periods of market stress.*

Stock markets are volatile and can fluctuate significantly in response to company, industry, political, regulatory, market, or economic developments. Investing in stock involves risks, including the loss of principal.

Investing in bonds involves risk, including interest rate risk, inflation risk, credit and default risk, call risk, and liquidity risk.





## TIER 3: Capital Appreciation and Income

Investment options to the left have potentially more inflation risk and less investment risk

Investment options to the right have potentially less inflation risk and more investment risk



SHORT-TERM INVESTMENT		BOND	STOCKS AND BONDS
Money Market	Stable Value	Bond	Balanced/ Hybrid
<b>Government</b> Vanguard Cash Reserves Federal Money Market Fund Admiral Shares	New York Life Guaranteed Interest Account	<b>Diversified</b> Loomis Sayles Core Plus Bond Fund Class Y  <b>Inflation-Protected</b> Vanguard Inflation-Protected Securities Fund Institutional Shares	<b>International</b> PIMCO Inflation Response Multi- Asset Fund Institutional

This spectrum, with the exception of the Domestic Equity category, is based on Fidelity's analysis of the characteristics of the general investment categories and not on the actual investment options and their holdings, which can change frequently. Investment options in the Domestic Equity category are based on the options' Morningstar categories as of 11/30/2025. There may be a number of funds in each category and each may have a significantly different risk profile as compared to other funds within that category as well as compared to funds in other categories on the spectrum. Morningstar categories are based on a fund's style as measured by its underlying portfolio holdings over the past three years and may change at any time. These style calculations do not represent the investment options' objectives and do not predict the investment options' future styles. Investment options are listed in alphabetical order within each investment category. Risk associated with the investment options can vary significantly within each particular investment category and the relative risk of categories may change under certain economic conditions. For a more complete discussion of risk associated with the mutual fund options, please read the prospectuses before making your investment decisions. The spectrum does not represent actual or implied performance.

**Non-Fidelity Government Mutual Fund Money Market:** *You could lose money by investing in a money market fund. Although the fund seeks to preserve the value of your investment at \$1.00 per share, it cannot guarantee it will do so. An investment in the fund is not a bank account and is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The fund's sponsor is not required to reimburse the fund for losses, and you should not expect that the sponsor will provide financial support to the fund at any time, including during periods of market stress.*

Stock markets are volatile and can fluctuate significantly in response to company, industry, political, regulatory, market, or economic developments. Investing in stock involves risks, including the loss of principal.

Investing in bonds involves risk, including interest rate risk, inflation risk, credit and default risk, call risk, and liquidity risk.



This Plan is an unfunded, nonqualified plan, and no funded account has been established for you. Any account is only a recordkeeping account that records your deferred compensation and any notional earnings applicable to your deferred compensation. In the event of a bankruptcy or insolvency, you would be an unsecured, general creditor of the employer or service recipient. For more information on the Plan, please refer to the plan documents.

This document provides only a summary of the main features of the Boston University 457(b) Savings Plan and the Plan Document will govern in the event of discrepancies.

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