

Nebraska State College System Universal Availability Notice



Nebraska State
College System

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The Nebraska State College System (“Employer”) provides you with the opportunity to save for your retirement through the Nebraska State College System Tax Deferred Annuity 403(b) Plan (“Plan”). Your employer would like you to know more about how you can participate in the Plan. Whether you want to enroll in the Plan, or you are already enrolled but wish to change the amount of your deferral, you can accomplish your goal by filling out a “Salary Reduction Agreement” form. You can obtain a copy of the agreement and information on the Plan from the Human Resources office by contacting Kimberly Hernandez at 308-432-6224 or khernandez@csc.edu or on TIAA’s website at www.tiaa.org/nscs.

Eligibility

All non-student employees of the Employer who receive compensation reportable on an IRS Form W-2 are eligible to participate in the Plan, as long as the employee normally works 20 hours or more per week and agrees to contribute a minimum of \$200 per year.

Please take a moment to review the Plan information or website (www.tiaa.org/nscs) before enrolling. Once you are enrolled, you can review and change the amount of your contributions and your investment allocations, consistent with the terms of the Plan. The exact date your investment allocations will take effect may vary depending upon the terms of the Plan and the applicable investment arrangements.

Also, please be aware that the law limits the amount you may defer under this and other plans in any tax year. For 2026, the limit under all plans of this type is generally \$24,500, although larger limits may apply if you are age 50 or over or you have at least 15 years of service with the Employer. Each participant only gets one limit for contributions to all 403(b) and 401(k) plans, so if you are also a participant in a 403(b) or 401(k) plan of another employer, your combined contributions to that plan and to the Nebraska State College System Tax Deferred Annuity 403(b) Plan in 2026 are generally limited to \$24,500. If you do participate in more than one retirement plan, you are responsible for tracking and reporting the amount of all of your contributions to the plans so that the total amount of all your contributions to all plans in which you participate do not exceed the limit. Note also that the sum of all of your contributions, and those of your employers, to all retirement plans that you participate in are generally limited to the lesser of \$72,000 or 100% of your compensation in 2026.

For further details, or if you have questions, please contact the Human Resources office at 308-432-6224.