

SPECIAL NOTICE REGARDING YOUR RETIREMENT PLANS

This notice is being provided to you as a participant in The Ohio State University 403(b) Plan (“403(b) Plan”) and/or The Ohio State University 457(b) Deferred Compensation Plan (“457(b) Plan”). Ohio State wanted to make you aware of your right to supplement your retirement income by making elective deferrals to the 403(b) Plan and/or 457(b) Plan, and to notify you of important contribution limits under the Internal Revenue Code that may impact your retirement planning.

YOUR RIGHT TO MAKE VOLUNTARY ELECTIVE DEFERRALS

For 2026, you can elect to defer up to \$24,500 of your compensation to the 403(b) Plan and \$24,500 to the 457(b) Plan. You may also make an additional \$8,000 deferral to each Plan if you will be age 50 or older by the end of the year, which is increased to \$11,250 for the year that you attain age 60, 61, 62 or 63. You can choose to invest your deferrals in any of the investment options approved under the Plans.

You can choose to make deferrals as pre-tax savings contributions, Roth savings contributions made on an after-tax basis, or a combination of traditional pre-tax and Roth contributions. The method you choose will make a difference in your take home pay. You may wish to consult with your financial advisor or tax professional for assistance in determining whether pre-tax or Roth contributions make the most sense for you.

Regardless of the type of contribution you choose, your investment earnings are not taxed until you receive a distribution. If the distribution rules are satisfied, distributions from your pre-tax contribution account will be taxed as ordinary income, but distributions from your Roth contribution account will be tax-free. To satisfy the distribution rules, distributions may generally only be made after separation from service, reaching age 59½, disability, or death. Roth contributions must also be held for five years from the date that you first make Roth contributions under the 403(b) Plan or the 457(b) Plan, as applicable.

Begin saving for your future by making a deferral election at go.osu.edu/retirementelections. If you have questions, please contact HR Connection at 614-247-6947 or hrconnection@osu.edu.

AGGREGATION RULES WITH OTHER RETIREMENT PLANS

It is important that you understand how your contributions to other plans may impact your contributions to the 403(b) Plan.

402(g) Limit on Elective Deferrals

Internal Revenue Code section 402(g) limits the aggregate annual elective deferrals that you can make under all 403(b) plans, 401(k) plans, and salary reduction simplified employee pension plans.¹ For 2026, the 402(g) limit is \$24,500 (or \$32,500 if you are age 50 or older by the end of the year, which is increased to \$35,750 for the years that you attain age 60, 61, 62 or 63). You are

¹ Contributions to the 457(b) Plan are subject to a separate contribution limit, and do not impact elective deferrals to the 403(b) Plan.

SPECIAL NOTICE REGARDING YOUR RETIREMENT PLANS

responsible for monitoring the 402(g) limits when you participate in more than one retirement plan through different employers. If you determine that excess elective deferrals were made as a result of your participation in multiple retirement plans, please contact HR Connection at 614-247-6947 or hrconnection@osu.edu.

415(c) Limit on Total Contributions

Internal Revenue Code section 415(c) limits the aggregate employer and employee contributions that can be made to the 403(b) Plan. Although employer contributions are not made to the 403(b) Plan, beginning September 1, 2025, participants who have made the maximum amount of elective deferrals to the Plan are eligible to make after-tax contributions for additional savings. After-tax contributions count against the 415(c) limit. For 2026, the 415(c) limit is the lesser of \$72,000² or 100% of compensation.

In addition, in determining whether the 415(c) limit has been satisfied for the 403(b) Plan, contributions made on your behalf to a retirement plan maintained by another employer may need to be taken into account. This may occur if you own or control more than 50% of another employer, and that employer sponsors a retirement plan. In order to determine whether this special aggregation rule affects you, please answer the following three questions:

1. Do you perform services for an employer in addition to the University?
2. Do you own or control more than 50% of that other employer?
3. Do you make contributions or are contributions made on your behalf to a retirement plan sponsored by that other employer?

If you answered “yes” to all three of these questions, please contact your financial advisor or tax professional to determine if contributions to the retirement plans are required to be aggregated.

If the contribution limits are exceeded and not timely corrected, the tax advantaged status of your retirement benefits could be at risk. If you determine that excess contributions were made as a result of your participation in multiple retirement plans, please contact HR Connection at 614-247-6947 or hrconnection@osu.edu.

Note that this is an extremely abbreviated overview of complex rules. Ohio State cannot serve as a tax or financial advisor for participants, and application of the rules will need to be made by each participant and their advisor.

² This includes after-tax contributions, but does not include age 50 catch-up contributions, which are not subject to the Code Section 415(c) limit.