

The 403(b), 457(b), and DC Plans

Required Minimum Distributions Fact Sheet

What are required minimum distributions (RMDs)?

Once you reach age 73* and are no longer working at UC, the Internal Revenue Service (IRS) and UC's Retirement Savings Program require you to start withdrawing money from your tax-deferred retirement savings plan(s), such as UC's 403(b), 457(b) and DC Pre-Tax Plans. These mandatory withdrawals are known as "required minimum distributions" (or sometimes MRDs — "minimum required distributions").

Required minimum distributions (RMDs) apply to all of UC's plans, and you must satisfy the requirements for each plan separately. Distributions from one plan do not satisfy the requirements for another plan, and RMDs are not eligible for rollover to other tax-deferred accounts. Further, distributions from an Individual Retirement Account (IRA) or any other non-UC plans that you might have do not satisfy the requirements for the UC plans.

What are the dates for my first and subsequent RMDs?

Your first RMD must be withdrawn by April 1 of the year following the year you turn age 73 or leave UC employment (whichever is later).

All subsequent RMDs must be received by December 31 of each year. Once you begin receiving your RMD, you must continue to receive an **RMD each year, even if you return to work at UC.**

What if I don't take my RMD?

The penalty for not taking your RMD is severe: If you don't receive a distribution that satisfies the requirements, you must pay the IRS an additional nondeductible 50% tax on the amount that you should have received.

If you are age 73 or older and did not work for UC through the end of the calendar year, you are required to take your RMD.

*The change in the RMDs age requirement from 72 to 73 applies only to individuals who turn 72 on or after January 1, 2023. After you reach age 73, the IRS generally requires you to withdraw an RMD annually from your tax-advantaged retirement accounts (excluding Roth IRAs, and Roth accounts in employer retirement plans accounts after December 31, 2023). Please speak with your tax advisor regarding the impact of this change on future RMDs.

How is my RMD determined?

The amount of your RMD is calculated by dividing your previous year-end plan balance by an IRS factor based on your life expectancy. For your calculation each year, the IRS factor corresponding to your age on your birthday in that year is applied. For instance, if you turn age 73 in August, the calculation for your RMD that year will be based on the factor corresponding to age 73.

EXAMPLE

$$\text{\$100,000} \div 26.5 = \text{\$3,773.58}$$

RMDs must be calculated using the Uniform Lifetime Table (see below), unless your sole primary beneficiary for the entire tax year is your spouse who is more than 10 years younger than you. In this case, the Joint Life Expectancy Table can be used (resulting in a longer distribution period).

UNIFORM LIFETIME TABLE

AGE	FACTOR	AGE	FACTOR	AGE	FACTOR	AGE	FACTOR
72	27.4	85	16.0	98	7.3	111	3.4
73	26.5	86	15.2	99	6.8	112	3.3
74	25.5	87	14.4	100	6.4	113	3.1
75	24.6	88	13.7	101	6.0	114	3.0
76	23.7	89	12.9	102	5.6	115	2.9
77	22.9	90	12.2	103	5.2	116	2.8
78	22.0	91	11.5	104	4.9	117	2.7
79	21.1	92	10.8	105	4.6	118	2.5
80	20.2	93	10.1	106	4.3	119	2.3
81	19.4	94	9.5	107	4.1	120+	2.0
82	18.5	95	8.9	108	3.9		
83	17.7	96	8.4	109	3.7		
84	16.8	97	7.8	110	3.5		

Your RMD will be automatically processed

To ensure UC's plan participants are compliant, UC's Plan record keeper (Fidelity® Retirement Services) determines if you are still actively employed and paid by the University based on transmitted payroll status information from UC in December of each year. If you are over age 73 and not shown as active and paid by UC, then Fidelity will automatically issue your first year RMD by mid-March of the following year (as described above). Then RMDs must continue each year, before the end of each year, regardless of whether you return to work at UC.

If you believe you should receive an RMD and/or did not receive an automated distribution, please make sure you contact Fidelity before the deadlines to start your RMDs. You should always consider consulting with your tax advisor if you have any additional concerns and questions.

If you want to schedule an automatic withdrawal for the current year, you must contact Fidelity Retirement Services at 1-866-682-7787.

Can I schedule my RMDs?

You have the option of scheduling "automatic withdrawal payments" (AWP) for the current and future years. This service will allow you to establish an electronic funds transfer (EFT) payment, so that your distribution will be deposited directly to your chosen bank account, as well as choose the specific date(s) of your RMD payment every year. With AWP you will also be able to customize your tax withholding.

Tax withholding

You can provide specific withholding instructions, including electing to not have income tax withheld. If you do not provide instructions, Fidelity Retirement Services is required to automatically withhold federal income tax from your gross RMD amount. The amount withheld is determined by the IRS wage withholding tables and assumes you are married with three withholding allowances. The withholding tax tables are available at www.irs.gov.

Source of distribution

If you have money invested in more than one investment fund, Fidelity Retirement Services will withdraw your RMD proportionately from each fund in which you are invested, unless you ask to have your RMD withdrawn from a specific fund or funds.** Because investments can change throughout the year, you cannot identify the specific fund(s) from which you want to withdraw your distribution until just prior to your desired distribution date. Call Fidelity Retirement Services for more information.

**RMDs cannot be processed automatically from BrokerageLink®. Sufficient funds must be available and invested in the UC fund menu lineup. If all of your investments in any UC Plan are in BrokerageLink, you must call Fidelity Retirement Services to initiate your RMD. Direction to move sufficient funds into the UC Fund line-up will be provided.

Beneficiary accounts

The beneficiaries of deceased retirees who maintain 403(b), 457(b), or DC Plan balances in the University's Retirement Savings Program are also subject to the IRS rules regarding RMDs.

Name your beneficiary for your 403(b), 457(b), and DC plans

If you have not named a beneficiary for your account and want to do so, log on to www.myUCretirement.com, click *Update Beneficiary* in the *Supplemental Retirement Benefits* tab at the top to name your beneficiary online. Be sure to name a beneficiary for each of your plans. You may also name your beneficiary by calling Fidelity Retirement Services and requesting a paper beneficiary designation form at **1-866-682-7787**.

Special rule if you had a 403(b) plan balance on 12/31/86

A special federal tax rule will **exclude** your 403(b) Plan balance as of December 31, 1986, from your RMD calculation. This special federal tax rule will be applied until the year in which you reach the age of 75.

The amount you can exclude will be reduced by the amount of any voluntary withdrawals since January 1987, except for RMDs. If you are eligible, Fidelity® Retirement Services will automatically **exclude** any pre-1987 balance when calculating your RMD. Account balances in the 457(b) Plan or the DC Plan are not subject to this rule.

EXAMPLE

A 73-year-old participant has a UC-sponsored 403(b) Plan from which no distributions have been taken during 2022. This 403(b) Plan is subject to the RMDs.

	A	—	B	=	C	÷	D	=	2024 RMD
	Previous year-end balance		12/31/86 balance in 403(b) Plan		Amount subject to 2024 RMD		Uniform Lifetime Table factor		
SAMPLE	\$100,000		\$20,000		\$80,000		26.5		\$3,019 (\$80,000 ÷ 26.5)
YOUR CALCULATION	Log on to your accounts or call Fidelity for 12/31 balance		Call Fidelity for balance		A – B		Use table on page 2		C ÷ D



Questions about the 403(b), 457(b), or DC Plans?

For questions about the 403(b), 457(b), or DC Plans, please call Fidelity Retirement Services at **1-866-682-7787**. Representatives are available Monday through Friday, 5:00 a.m. to 9:00 p.m. Pacific time.



Need additional information?

You can get additional information about your individual plan accounts and name beneficiaries online at **www.myUCretirement.com**. Click *Check your account* under the *Supplemental Retirement Benefits*.



Tax questions?

For tax questions, you may wish to obtain a copy of IRS Publication 575, which discusses taxation of retirement plan distributions. This publication also discusses required minimum distributions and amounts that can be rolled over to an IRA. Publication 571 discusses unique taxation rules for 403(b) plans. Publication 590-B provides the joint life table and the table that applies to beneficiaries. These publications are available from local IRS offices or on the Web at **www.irs.gov**. You may also wish to consult a tax advisor to discuss your individual situation.

The University of California intends to continue the benefits described here indefinitely; however, the benefits of all employees, retirees, and plan beneficiaries are subject to change or termination at the time of contract renewal or at any other time by the University or other governing authorities. If you belong to an exclusively represented bargaining unit, some of your benefits may differ from the ones described here.

In conformance with applicable law and University policy, the University asserts that it is an affirmative action/equal opportunity employer. Please send inquiries regarding the University's affirmative action and equal opportunity policies for staff to Director of Diversity and Employee Programs, University of California Office of the President, 1111 Franklin Street, Oakland, CA 94607, and for faculty to Director of Academic Affirmative Action, University of California Office of the President, 1111 Franklin Street, Oakland, CA 94607.