




3300 METZEROTT ROAD  
ADELPHI, MD 20783-1690

TELEPHONE: 301.445.1968  
FACSIMILE: 301.445.1970

HUMAN RESOURCES

TO: USM Staff (Regular and Contingent II Status) and Faculty Employees  
 FROM: James E. Sansbury, Associate Vice Chancellor   
 DATE: November 4, 2005  
 RE: Fidelity Investments, Supplemental Retirement Annuity (SRA) – 403(b) Tax  
 Deferred Annuity Plan

---

I am pleased to inform you that the University System of Maryland (USM) is now able to implement the 403(b) Tax Deferred Annuity Plan offered through **Fidelity Investments**. This Supplemental Retirement Annuity (SRA) plan is in addition to the 403(b), the 457(b), as well as the 401(k) plans, currently available to you at the USM through other vendors. The SRA plans are available to Staff (Regular and Contingent II Status) and Faculty employees.

The 403(b) and 457(b) Plan vendors authorized to offer the SRAs are: AIG-Valic, Fidelity Investments and TIAA-CREF. MD Supplemental Retirement Plans (MSRP - Nationwide) also offers the same plans plus the 401(k).

This 403(b) plan offered by Fidelity became effective on October 27, 2005 and all payroll deduction forms must be dated thereafter. You may obtain an enrollment/payroll form, and make an appointment with Fidelity for further information, through your Institution Benefits Coordinator. In order to maximize the number of remaining pay periods for calendar year 2005, please submit your enrollment and payroll deduction forms to your Institution's Benefits Coordinator no later than **November 16** for former BOT institutions and **November 18** for former UM institutions.

Internal Revenue Code regulations allow you to defer a maximum of \$14,000 through each of the SRA plans [contributions for 403(b) and 401(k) are combined] from paychecks received in calendar year 2005. A higher maximum may be deferred based on age and years of service.

Please consult with the vendor of your choice prior to filling out your enrollment and payroll deduction forms. Remember that it is your responsibility to monitor your contributions to the SRA plans in order not to exceed the maximum established by the Internal Revenue Code. Your Institution's Benefits Coordinator can assist you in calculating the number of pay periods remaining in calendar year 2005 for payroll deduction purposes.

Page 2.

The \$400 State Match for employees members of the "State Employees Pension System-Modified", and enrolled in a 457(b) and/or 403(b), is not available through Fidelity at the present time. Once Fidelity establishes a 401(a) plan to receive those funds, we will notify you.

We encourage you to continue saving towards your retirement and to communicate regularly with your vendor. Should you have any questions, please contact your Institution's Benefits Coordinator.

cc: Vice Chancellors  
Presidents  
SHRC Members  
Benefits Coordinators  
Rosario I. van Daalen, HR-USMO  
W. Dale Hough – USM Payroll  
403(b) Plan Vendors