To satisfy state and federal requirements, UC Postdoctoral Scholar-Employees who are not otherwise covered by a retirement system contribute to the University of California Defined Contribution Plan (DCP) as Safe Harbor Participants in lieu of Social Security taxes. Safe Harbor participants automatically contribute, on a pre-tax basis, 7.5% of their wages to a DCP account beginning the first day of an eligible appointment. In addition, Postdoctoral Scholar-Employees may make voluntary contributions to any of the UC Retirement Savings Program plans. Postdoctoral Scholar-Fellows and Postdoctoral Scholar-Paid Directs are not eligible to participate in UC retirement plans.

**UC Retirement Options: Mandatory and Voluntary Plans**

**Mandatory Plans:** *(for Postdoctoral Scholar-employees)*
- DCP Pre-Tax Account/Safe Harbor

**Voluntary Plans:**
- After-Tax DCP Account, Tax-Deferred 403(b) Plan, 457(b) Deferred Compensation Plan

**How is the DCP money invested?**

If no investment choice is made, contributions are automatically invested in the UC Savings Fund. You can choose between UC and externally-managed options for building an individual investment portfolio to achieve your retirement savings goals. For more information, log onto your account at netbenefits.com or contact Fidelity Retirement Services at 1-866-682-7787.

**What are my options for the DCP account when I leave UC?**

- You may request that some or all of assets are paid out to you (may be subject to early distribution penalties, see below).
- If the balance is at least $2,000, you can leave the assets in the account.
- You may arrange for a direct rollover to an IRA or another employer-sponsored plan which accepts rollovers, or purchase a commercial annuity.

**Early Distribution Penalties**

All distributions from your DCP account are taxed as ordinary income and distributions before age 59 1/2 may be subject to nondeductible penalty taxes — currently 10% federal tax and 2.5% California state tax.

**Questions?**

- **Program Recordkeeper: Fidelity Retirement Services**
  - Website: netbenefits.com
  - Customer Service: 1-866-682-7787

- **Plan Administrator: UC Human Resources and Benefits**
  - UCHR/Benefits website: https://retirementatyourservice.ucop.edu/
  - UC Customer Service Center: 1-800-888-8267

This document is only a contract summary. You can find the contract by going to: www.uaw5810.org. You can contact the union by calling 510-845-5726 or emailing uaw5810@uaw5810.org.