We are pleased to announce some recent changes that are available to GMU’s 403(b) plan participants under the Coronavirus Aid, Relief and Economic Security Act (CARES Act) which was signed into law on March 27, 2020.

Under the CARES Act, GMU 403(b) plan participants financially impacted by COVID-19 can:
- take early withdrawals up to $100,000 without the usual 10% early withdrawal penalty and 20% mandatory tax withholding, effective April 1. These distributions are called “CARES Act Distributions”;
- delay 403(b) loan repayments due between March 27, 2020 and December 31, 2020 for one year; and
- access increased loan amounts.

**ABOUT CARES ACT DISTRIBUTIONS**

Under the CARES Act, 403(b) plan participants can take in-service distributions with no 10% early distribution penalty or 20% withholding for coronavirus-related distributions if:

a) Diagnosed with COVID-19 on a test approved by the CDC;

b) The participant’s spouse or dependent is diagnosed with COVID-19 on a test approved by the CDC, or who experiences adverse financial consequences as a result of:
   i. Being quarantined
   ii. Being furloughed, laid off or having work hours reduces as a result of COVID-19
   iii. Being unable to work due to lack of childcare as a result of COVID-19
   iv. Closing or reduced hours of a business owned by such individual as a result of COVID-19.

*Why is the ORP excluded from the CARES Act Distribution options?*

The ORP is excluded by IRS regulations because it includes Money Purchase Pension Plan (MPPP) funds. Under IRS regulations, Money Purchase Pension Plan (MPPP) funds are not allowed for distribution under the CARES Act. As a result, Mason had to opt the ORP out of the distribution options.

*How do I request a CARES Act Distribution?*

You must contact the retirement plan vendor by phone or on the website to confirm eligibility and request a CARES Act Distribution. You will be asked to self-certify that you meet the coronavirus-related distribution requirements listed above.

- If your account is with Fidelity, log into [NetBenefits](#) or call 1-800-343-0860
- If your account is with TIAA, log into [TIAA](#) or call 1-800-842-2252

*Are CARES Act Distributions tax free?*

Income taxes will still be owed on the amount withdrawn under CARES Act Distributions. Participants may repay any taxes due over a three year period, treat the CARES Act Distribution as a loan and pay back the distribution over three years. Participants should consider taking a loan from the 403(b) first due as loans are tax-free.
**CORONAVIRUS AID, RELIEF AND ECONOMIC SECURITY (CARES) ACT**

*Is there a deadline for a CARES Act distribution?*
Yes, CARES Act Distributions must be processed and distributed by December 31, 2020.

**Delaying Current Loan Repayments**
If you have a current loan repayment due between March 27, 2020 and December 31, 2020 and meet the Coronavirus-related eligibility, you may delay repaying the loan for up to one year by contacting the retirement plan vendor, either Fidelity or TIAA, directly.

**Increased Loan Amounts**
If you meet Coronavirus-related eligibility, the CARES Act doubles the maximum loan limits to $100,000 or 100% of your vested 403(b) account balance.

*How do I request a CARES Act Loan?*
You must contact the retirement plan vendor by phone or on the website to confirm eligibility and request a CARES Act Distribution. 403(b) participants will be asked to self-certificate that they meet the requirements for a coronavirus-related loan. The approval process will remain the same as it does for non-coronavirus-related loans.