The IRS announced adjustments affecting retirement plan contribution limits for the 2019 tax year.

- Participants **under age 50** can contribute up to $19,000 (a $500 increase from 2018) to their Supplemental 403(b) Retirement Plan and to their Virginia Deferred Compensation Plan DCP-457.

- Participants **age 50 and over** can contribute $25,000 (a $500 increase from 2018) to their Supplemental 403(b) Retirement Plan and to their Virginia Deferred Compensation Plan DCP-457.

**How to Increase Contributions:**

- **403(b):**
  1. Complete a [salary reduction agreement](benefits@gmu.edu).
  2. Return to the Benefits team by emailing it to benefits@gmu.edu, faxing it to 703-993-2601, or dropping it off at the HR & Payroll office in Merten Hall 4100.

- **457:**
  o Contact ICMA-RC at 1-877-327-5261 or click to [log into your account](#).
Please contact benefits@gmu.edu with any questions.

**Inclement Weather Resources**

Winter weather is fast approaching! Utilize the resources below to prepare.

**Staying Updated**
Stay updated on university closings, late openings, or other weather-related changes in the university’s schedule through Mason’s switchboard at 703-993-1000, Mason Alert, the university's homepage, as well as local media outlets.

**Telework and Inclement Weather**
Having telework agreements and technology in place in advance can come in handy if Mason experiences an extended weather event or other emergency.

Teleworkers (if it is their scheduled telework day) and remote workers continue to work even if:
- Classes are canceled and administrative offices are closed
- The university is on a modified schedule

Employees working from home during a university closing are expected to continue working unless it is not possible due to power outages or other conditions that prevent them from working. For more details, visit flexwork.gmu.edu.

**Inclement Weather/Emergency Guidance**
With winter fast approaching, now is a great time to review the Inclement Weather/Emergency Closing Policy.

**Military Spouses and Partners Group**

Details: November 19, 12 p.m., the MIX next to Fenwick Library

Calling all military spouses and partners employed at George Mason University! Bring your lunch or a cup of coffee and meet other military partners and spouses.

This is a great opportunity to connect with others, share advice, and discuss how this group can be a valuable resource for Mason military spouses and partners going forward.

Questions? Please contact Kim Coryell, proud military spouse for over 20 years, at kcorryell@gmu.edu.

**Winter is Coming to Reward and Recognition**

The temperatures might be dropping outside but Reward and Recognition has
The temperatures might be dropping outside but Reward and Recognition has some fun, new ways to spread warmth and cheer to your Mason colleagues.

- Fleece blankets and scarves are the perfect ways to recognize the co-worker who’s “got it covered” or “has the Mason spirit wrapped up”
- Don’t forget to share “warm wishes” this winter with the award that is actually hot chocolate on a stick
- Recognition does not get more fun than the s’mores kit that says “we need s’more employees like you!”

You can find all of the Mason Flare on the Reward and Recognition page. Questions? Contact Reward & Recognition at awards@gmu.edu.

“Maintain, Don’t Gain” Challenge

CommonHealth’s Maintain, Don’t Gain Challenge is a 6-week program that encourages you to maintain your weight by following tips on nutrition and fitness. Weigh-ins are completed at home at the beginning and end of the challenge and will not be submitted to CommonHealth. CommonHealth will help you succeed by sending weekly emails with tips and encouragement.

The Challenge:
- Maintain your weight within 2 pounds from November 21, 2018 through January 2, 2019

That’s it — stay focused! Read the attached flyer for more information. If you are interested, sign up on the CommonHealth site!
When you do not get enough sleep, do you notice a difference in your attitude? Stress level? Productivity? Aside from the strain on your physical health, not getting enough sleep affects many other aspects of your life at home and at work.

“According to the Centers for Disease Control and Prevention's (CDC) Morbidity and Mortality Weekly Report, over one-third of American adults neglect to meet the recommended duration of at least seven hours of sleep per night on a regular basis. The problem has escalated so widely that it is now considered a public health epidemic, and the effects are prevailing in the workplace.”

Interested in learning more about the effects of sleep and some changes you can make for a healthier sleep? Read on!

Bonus! On December 13, 2017, Dr. Jeffrey Herrick presented an informative session about how sleep and sleep disorders can impact an individual’s health, physical capacity, and quality of life. You can access the recording here.

For a legend of the header icons, visit the Instant HR & Payroll legend page.

Human Resources & Payroll
George Mason University
Alan and Sally Merten Hall, Office 4100
(703) 993-2600 | hr@gmu.edu