VII. STANDING COMMITTEES

B. Finance and Asset Management Committee

Approve Amendment to University of Washington 401(a) Plan for Selected Employees

RECOMMENDED ACTION

It is the recommendation of the administration and the Finance and Asset Management Committee that the Board of Regents approve amendment of the University of Washington 401(a) Plan for Selected Employees (the “Plan”) effective as of the date set forth below.

BACKGROUND

The Plan was amended and restated effective July 1, 2009, and subsequently amended on July 21, 2011, and amended again on May 9, 2013 and November 13, 2014. The Plan is intended to be qualified under Internal Revenue Code Section 401(a).

EXPLANATION OF PROPOSED CHANGES

These changes are intended to reflect amendments to the employment agreement and deferred compensation agreement with Interim President Ana Mari Cauce.

Effective as of March 12, 2015, the Plan shall be amended as follows:

1. Section 3.2 shall be amended to read in its entirety as follows:

   “3.2. Duration of Participation. An individual who has become a Participant in the Plan will remain a Participant for as long as an Account is maintained under the Plan for his or her benefit, or until his or her death, if earlier. Notwithstanding the preceding sentence and unless otherwise expressly provided for under the Plan, no contributions shall be made with respect to a Participant who is not an Eligible Employee. In the event a Participant remains an Employee but ceases to be an Eligible Employee and becomes ineligible to receive contributions, such Employee will again become eligible to receive contributions immediately upon returning to the class of Eligible Employees. In the event an Employee who is not an Eligible Employee becomes an Eligible Employee, such Employee will become a Participant in accordance with the applicable provisions of Section 3.1. In the event a Participant ceases to be an Eligible Employee, and by reason of such cessation is no longer eligible to receive contributions under the Plan, such A Participant or former Participant who is reemployed as an Eligible Employee shall again become eligible to receive contributions immediately upon such reemployment.”
B. Finance and Asset Management Committee

Approve Amendment to University of Washington 401(a) Plan for Selected Employees  
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2. Section 4.1(b) shall be amended to read in its entirety as follows:

“(b) Provost. For the Plan Year beginning on July 1, 2013 and each of the subsequent three (3) Plan Years, the University will contribute for the Account of the Participant Provost serving as Provost on July 1, 2013 the maximum amount permitted by Sections 401(a)(17) and 415(c) of the Code, provided such Participant the Provost is serving in that capacity employed by an Affiliated Employer on the last day of the prior Plan Year.”

REVIEW AND APPROVAL

The language of this proposed change implements the employment agreement and deferred compensation agreement for Dr. Ana Mari Cauce, Interim President, as appointed to this position by the Board of Regents.