# 2021 Voluntary Retirement Savings Program Enrollment/Change Effective Dates

<table>
<thead>
<tr>
<th>Pay Cycle</th>
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<th>After Tax Defined Contribution Plan (DCP) and Tax-Deferred 403(b) Plan</th>
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**B3 PayCycle**

**Only contributions with percentage (%) amounts are deducted from B3 paychecks.**
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<td>Factors that determine when a new election/change of the Voluntary Retirement Savings Plan will reflect on employee's check. This resource reflects general guidelines; actual effective dates may differ.</td>
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- Time of day when the election is made in Fidelity site. (e.g. 8:00am vs 8:00pm Pacific Standard Time)
- Day of the week when election is made in Fidelity site. (e.g. Sunday vs Tuesday)
- Holiday Calendar
- Changes to voluntary plan enrollments by employee
- Close of Stock Exchange Market (1:00 pm Pacific Time)
- Timing of the receipt and processing of the Inbound File from Fidelity.
- The effective dates for the Voluntary Retirement Savings Plan in UCPath.
- The Voluntary Retirement Savings Plan rules and regulations. (e.g. effective date of savings plan)
- Employee's pay frequency (Biweekly or Monthly)
- Changes to UCPath Payroll Processing Calendar