

## Eligibility

Faculty and Staff, regardless of age, length of service, or benefits FTE may participate in the Deferred Compensation Retirement 457(b) Plan as long as they have *"elected to defer"* the maximum 402(g) amount allowable to the university's Supplemental Retirement 403(b) Plan.

## Effective Date of Participation

Participation is effective on the first day of the month following submission of a Deferred Compensation Retirement 457(b) Plan Salary Reduction Agreement and vendor online account to ~~SDA~~ the following month. For example, a Salary Reduction Agreement that is received by February 15, 2020 will be effective March 1, 2020. A Salary Reduction Agreement received on March 1 or later will be effective April 1.

A participant's Deferred Compensation Retirement 457(b) Plan Salary Reduction Agreement will terminate December 31<sup>st</sup> of each year. Participants must complete a new Deferred Compensation Retirement 457(b) Plan Salary Reduction Agreement annually in order to participate in the Plan. The Deferred Compensation Retirement 457(b) Plan Salary Reduction Agreement is processed on a calendar year basis, thus reducing federal an

income tax.

## Elective Deferral Limits

Section 457(b)(2) of the Internal Revenue Code provides annual elective deferral limitations on contributions to the Deferred Compensation Retirement 457(b) Plan. There are three deferral limitation levels applicable to employees. These tax shelter maximums may not apply to every employee.

- 457(b)(2) limit
- 414(v)(2) catch up limit for employees

## Contribution Allocation

Employees may allocate contributions among or between TIAA CREF and Fidelity

