

THE CLAREMONT COLLEGES

Please keep in mind, this guide is meant for general information. You may want to consult your financial advisor for assistance with your specific situation.

When approaching retirement, you may have questions and concerns about your future benefits. TCCS Benefits Administration is here to help you. TCCS can review your options within The Claremont Colleges as well as offer resources to other information that can assist you in making the right choice for you and your family.

457(B) DEFERRED COMPENSATION PLAN

PLAN OVERVIEW

- The 457(b) Plan was established to provide eligible employees with an opportunity to defer current taxable income and enhance retirement accumulation
- The Plan is defined as a Section 457(b) plan under the Internal Revenue Code
- The 457(b) Plan does not replace the basic Academic Retirement Plan (ARP), which is a defined as Section 403(b) plans under the Code
- The Plan is intended to complement the retirement accumulation available under the ARP and provide a mechanism for additional tax deferred retirement savings
- TIAA-CREF is the record keeper for the 457(b) Plan

PLAN ELIGIBILITY

- Eligibility is restricted to employees with a monthly base salary of 13,703.64 or higher
- The base salary threshold will be increased by 3% on January 1st of each Plan Year

PLAN ENROLLMENT

To enroll in the 457(b), please follow the instructions below:

- Go to www.tiaa.org/theclaremontcolleges
- Select your college of employment and click "Save & Continue"
- Click "Ready to Enroll"
- Click "457(b) Deferred Compensation Plan" for **college of employment and** "Enroll Online"
- Click "Begin Enrollment"
- Log in to your TIAA-CREF account or Click "Register with TIAA: to set up your username and password"
- Follow the on screen directions to complete your enrollment application

SALARY REDUCTION AGREEMENT

- Completion of a Salary Reduction Agreement is required to begin making voluntary elective deferrals through payroll deduction
- Salary Reduction Agreements may be obtained by contacting Evelin Mairen, Sr. Benefits Administrator (Retirement) by emailing at evelin.mairen@claremont.edu.

DEFERRED COMPENSATION OPPORTUNITY & LIMITS

- The 457(b) Plan allows participants to make elective deferrals on a tax deferred basis
- The calendar year 2024 basic tax deferral limit is \$23,000

- It is recommended that you maximize deferrals in the ARP first and use the 457(b) Plan for any additional deferral opportunity. Catch-up contributions are also permitted under the 457(b) plan as follows:
 - ◊ In certain situations, you may be able to contribute even more than the annual contribution limit. If you are within 3 years of the Plan's normal retirement age (i.e., age 65), you may contribute the lesser of:
 - a) Twice the normal annual limit for that year, or
 - b) The annual limit for that year, plus any underutilized contributions from prior years in which the Plan was in place, where you did not contribute the maximum amount allowed.

Regulations governing 457(b) plans of private, not-for-profit corporations require that the plans be unfunded. This means that, unlike the 403(b) plans, the assets of the 457(b) Deferred Compensation Plan remain assets of the corporation and the corresponding obligation to Plan participants is a general obligation of the corporation.

ACCESS TO DIVERSE INVESTMENTS

- You can build a portfolio of professionally managed investments to suit your personal goals and risk tolerance. Options include lifestyle funds, lifetime Income Options and Index Funds and Brokerage. Contact TIAA at (800) 842-2252 for more information.

WITHDRAWAL PROVISIONS DISTRIBUTION OF BENEFITS

- You may elect to begin receiving payment(s) from your 457(b) account following severance of employment or you may defer receiving payment(s) until a later date
- Several payment options are available including lump sum withdrawal, fixed-period annuity and lifetime annuity income options.
- **You will have sixty days from the date of your severance of employment to elect when you want funds to be paid to you. If you fail to make an election within sixty days, the entire amount of funds in your 457(b) account will be paid to you immediately in one lump sum payment, less applicable tax withholdings.**

PLAN RESOURCES

- TCCS Benefits Administration
 - ◇ **Evelin Mairen, Sr. Benefits Administrator (Retirement)**
 - **(909) 607-3780**
 - **evelin.mairen@claremont.edu**
 - ◇ **Kelli Sarslow, Director of Benefits Administration**
 - **(909) 607-4130**
 - **kelli.sarslow@claremont.edu**

- TIAA-CREF on Site Counseling
 - ◇ One hour one-on-one confidential consultations
 - ◇ Scheduled four to five times a month
 - ◇ Open to participants
 - ◇ **To make an appointment call (800) 732-8353**

- TIAA-CREF Phone Center
 - ◇ **(800) 842-2252**

- TIAA-CREF/Claremont Colleges Microsite
 - ◇ **www.tiaa.org/theclaremontcolleges**
 - Online enrollment
 - Investment option research

- TIAA-CREF Website
 - ◇ **www.tiaa-cref.org**
 - Log into your account
 - Change allocations for future contributions
 - Transfer existing balances
 - View account performance
 - Apply for loans and hardship withdrawals
 - Designate beneficiaries