Universal Availability Notice

Southern Illinois University Carbondale - 403(b) & 457(b) Plans

This notice contains some general information related to SIUC’s Supplemental Retirement 403(b) Plan and the State of Illinois’ 457(b) Deferred Compensation Plan. The Plans are a supplement to the State Universities Retirement System (SURS) pension.

Go to http://hr.siu.edu/benefits/index.html for more detailed information, a copy of the Plan Documents, and enrollment directions.

What is the 403(b) Plan?
The Supplemental Retirement 403(b) Plan is a tax-deferred retirement plan designed for employees of public schools and certain other tax-exempt organizations, similar to a 401(k). The Plan allows any SIUC employee, except student employees exempt from FICA, to save and invest for their retirement by voluntarily making contributions through payroll deduction on a pre-tax basis.

Approved Vendors
A list of the current approved vendors under the 403(b) Plan can be located at http://hr.siu.edu/benefits/vendors.html. You should contact the vendor representative for information about the Plan investment options and services it offers.

Contributions and earnings on those contributions accumulate tax free until distributed from the 403(b) Plan. A participant can receive a distribution from the Plan at termination of employment, death, disability, age 59 ½ or financial hardship. A 10% early withdrawal penalty may apply if a participant requests a distribution before age 59 ½.

What is the Deferred Compensation Retirement Plan 457(b)?
The State of Illinois Employees' Deferred Compensation Plan is a supplemental tax-deferred retirement plan for state employees. Eligible employees may voluntarily make contributions to the Deferred Compensation Plan through payroll deduction on a pre-tax basis. Contributions and earnings on those contributions accumulate tax-free until distributed from the Deferred Compensation Plan. A participant can receive a distribution from the Plan at termination of employment, death, or financial hardship. No early withdrawal penalty applies.

An employee can choose to contribute to both 403(b) and 457(b) plans.

Contributions
When you enroll in either of the Plans, the amounts you designate as salary deferrals are withheld from your compensation on a pre-tax basis and forwarded to the investment provider of your choice. With pre-tax contributions, both federal and state income taxes are deferred on the contributions and any earnings thereon until distributed from the Plan.

Contribution Limits
Annual contributions to the Plans are limited per IRS regulations. For 2015, the basic limits increased to a maximum of $18,000 for both the 403(b) and 457(b) plans. Employees age 50 or older can elect to defer an additional $6,000 for the year, for a total maximum deferral of $24,000. An employee can contribute up to the limit for each Plan.
457(b) Special Notification – A participant in the Deferred Compensation Plan may make special catch-up contributions to the Plan for the three taxable years prior to the year in which a participant attains normal retirement age. “Normal retirement age” is age 70 ½, unless a participant elects an earlier age as permitted under the plan. However, normal retirement age cannot be later than age 70 ½. The Deferred Compensation Plan is being administered consistent with this legal requirement, and the State of Illinois Deferred Compensation Program’s Administrative Rules are being corrected.

**Enrollment & Changes to Your Deferral Election**

You may begin participating in the Plans at any time, as well as increase, decrease or stop your contributions to the Plans.

To enroll in the 403(b) Plan, complete both (1) an approved vendor’s application to open an account and (2) a Salary Reduction Agreement (SRA) to elect the contribution amount. The SRA is located online at [http://eforms.siu.edu/siuforms/info/hro1063.html](http://eforms.siu.edu/siuforms/info/hro1063.html). Contributions can be a percent of your salary or a flat dollar amount (whole dollars). Your contribution will continue until the SRA is modified or revoked.

To enroll in the 457(b) Plan, complete both (1) the enrollment form to open the account and elect your contribution amount and (2) the beneficiary designation form. These forms can be found on the CMS Deferred Compensation website at [http://www2.illinois.gov/cms/Employees/benefits/Deferred/Pages/DeferredCompensationForms.aspx](http://www2.illinois.gov/cms/Employees/benefits/Deferred/Pages/DeferredCompensationForms.aspx).

**Benefits**

Participating in either the 403(b) or 457(b) plan can provide a number of benefits, including the following:

**Lower taxes today**

You contribute before income taxes are withheld, which means you’re currently taxed on a smaller amount. This can reduce your current income tax bill. For example, if your federal marginal income tax rate is 25% and you contribute $100 a month to a 403(b) plan, you’ve reduced your federal income taxes by roughly $25. In effect, your $100 contribution costs you only $75. The tax saving increases with the size of your 403(b) contribution.

**Tax-deferred growth and compounding interest**

In a 403(b) or 457(b) plan, your interest and earnings accrue tax deferred. That means interest on your interest also grows tax deferred. The compounding interest can allow your account to grow more quickly than saving in a taxable account where interest and earnings are generally taxed each year.

**Additional Savings**

Contributing to a 403(b) or 457(b) retirement plan can help you take control of your future. These savings will supplement your SURS pension benefit and/or Social Security, if applicable.

**More information**

Contact the Human Resource Benefits Office if you have additional questions, or for help enrolling in the Plan.

HR Employee Benefits
Miles Hall, Mailcode 6520
1255 Douglas Drive,
Carbondale, IL  62901
618/453-6668

November 2014