

2020 403(b) and 457(b) Plan Announcement



Supplemental Retirement Saving Opportunities

Lane Community College ("LCC") offers two excellent programs through which you may contribute a portion of your current income into supplemental retirement savings accounts. LCC's supplemental retirement savings programs are offered under Sections 403(b) and 457(b) of the Internal Revenue Code, and are called the Tax-Sheltered Annuity Plan ("TSA Plan") and the Deferred Compensation Plan ("DCP"), respectively. **Please Note: CCC is not involved in administration of LCC's 457(b) DCP.**

All part-time and full-time employees are eligible to contribute to the TSA and DCP Plans.

You may begin making elective deferrals, change deferral amounts, change vendors, and/or discontinue deferrals in the TSA Plan and/or the DCP at any time, subject to payroll deadlines and DCP requirements that deferral agreements must be submitted before the month deferrals are to begin. You may begin participating in the TSA Plan by establishing an investment account with an authorized vendor, and then completing a salary reduction agreement and submitting the signed hard copy to the Human Resources office.

In addition to traditional pre-tax 403(b) supplemental retirement savings opportunities, the Lane CC plan offers after-tax Roth 403(b) retirement savings opportunities. Roth contributions and attributable earnings must be maintained in separate designated Roth accounts.

403(b) TSA Contribution Limits for 2020

- The basic elective deferral limit for 2020 is the **lesser** of \$19,500 or 100% of your compensation.
- If your 50th birth date occurs on or before December 31, 2020, you are eligible to defer an additional \$6,500, for a total of \$26,000, provided your compensation is large enough to allow the extra deferral.

If you will have at least 15 years of full-time equivalent service with LCC by December 31, 2020, then you may be eligible to contribute up to an additional \$3,000, for totals of \$22,500 or \$29,000 depending on your age. If you are planning to utilize this catch-up feature, please contact CCC to confirm your maximum allowable contributions for 2020.

457(b) DCP Contribution Limits for 2020

- The basic elective deferral limit for 2020 is the **lesser** of \$19,500 or 100% of your compensation.
- If your 50th birth date occurs on or before December 31, 2020, you are eligible to defer an additional \$6,500, for a total of \$26,000, provided your compensation is large enough to allow the extra deferral.

If 2020 is one of the last three years preceding the calendar year of your normal retirement age, you may be eligible to contribute up to \$39,000 (twice the \$19,500 basic limit). If you are planning to utilize this catch-up feature, please contact CCC to confirm your maximum allowable contributions for 2020.

Participant Responsibilities

Participants are responsible for monitoring account activity regularly for accuracy (e.g., deposits of your contributions), making sure contact information is up-to-date, and updating beneficiary information. If you believe that a problem may exist, please contact CCC (see contact information below) and/or Human Resources immediately.

Limits described above apply to your total contributions to all 403(b) Plans in which you participate during a given year. If you have more than 50% control of a corporation, partnership, and/or sole proprietorship, then the above limit is based on contributions made to this Plan as well as contributions made to any 403(b) or qualified plans maintained by the businesses you control. If you control another business that maintains a plan in which you participate, then you are responsible for providing CCC or LCC with information necessary to apply the annual contribution limits.

Plan Information Is Available on the Web

Comprehensive 403(b) TSA Plan is available on the web at www.ncompliance.com, including enrollment steps, a salary reduction agreement form, educational materials, vendor information, and transaction information.

For more information regarding the 457(b) DCP, please review the Human Resources website at <http://www.lanecc.edu/hr/benefits/tax-sheltered-annuity-and-deferred-compensation> or by contacting a Human Resources Analyst:

Last names beginning in A-L:	Robin Fleming	flemingr@lanecc.edu	541-463-5040
Last names beginning in M-Z:	Cheryl Volker	volkerch@lanecc.edu	541-463-5114

If you are starting contributions to a new vendor, you must provide documentation that you have established an account with the vendor.

Additional Information Available

LCC has adopted the services of Carruth Compliance Consulting, Inc. (CCC), an independent third party administrator, to provide compliance and administration services for the 403(b) TSA Plan. For questions regarding the 403(b) TSA Plan, please contact CCC at:

Carruth Compliance Consulting, Inc.	11515 SW Durham Road, Suite E-10
E-mail: cccinfo@ncompliance.com	Tigard, OR 97224
Phone: 503-968-8961	Toll-Free: 877-222-3090