

457(b) Plan Summary

Yeshiva University's 457(b) plan is a non-governmental, non-qualified tax advantaged deferred compensation plan. The plan is available to a select group of management or highly compensated employees. The compensation threshold is 140% of the Social Security Wage Base for the current year. **For calendar year 2024 you must earn at least \$236,040 to be eligible to participate.**

If you are eligible to contribute to the plan, you may elect to make pre-tax contributions through payroll deductions to the plan up to a separate contribution limit under IRS regulations. In other words, you may contribute an additional \$23,000 to the 457(b) Plan. Plan assets are administered by Fidelity Investments. Your contributions to the 457(b) plan are not set aside in a trust for your exclusive benefit. The Internal Revenue Code requires that money in a non-governmental 457(b) plan remain the property of the employer until it is withdrawn and thus is available to general creditors of the University in legal and bankruptcy proceedings.

If you are within 3 years of the plan's normal retirement age (age 65), you can make a special catchup contribution to the plan. If you are interested in making a catch-up contribution to the plan, please contact the Benefits Office.

Distribution of Your Account

If you terminate your employment or retire from the University, your account will be paid to you on the plan's automatic default distribution date (120 days following your termination of employment or retirement) in a lump sum payment (the plan's default form of payment). You have the option to (1) defer your distribution beyond the plan's automatic default distribution date and (2) to elect an optional form of payment for your distribution. You must make an election within 90 days following the termination of employment or you will receive your distribution in a single lump sum payment on your default distribution date. If you elect a distribution date that is sooner than 120 days from your date of termination, you cannot receive your distribution any sooner than 120 days from your termination.

Under the current plan provisions, if you made an initial election to defer your distribution date, you will also have the right to make one additional (second) election to defer your distribution as long as that election is made within 30 days of the initial scheduled deferred distribution date. In other words, if you make an initial election to defer your distribution to a later date, once you are within 30 days of that date, you can make one second election to defer your distribution as long as it is not beyond age 73.

There are a few things to consider should you choose to defer your distribution to a later date.

- 1- There is no "acceleration provision" for this plan, meaning that if you choose to defer your distribution to a date in the future, and you want or need to access these funds sooner than that date, you will not be able to do so, unless you have an "Unforeseen Emergency" as defined by the plan.
- 2- the 457(b) plan is a deferred compensation plan and is considered an "at risk" plan meaning the assets in your account are considered to be the assets of the University until you withdraw them, so keep this in mind when choosing a deferral date in the future.

Contributions in a non-governmental 457(b) plan may not be rolled over into any other type of tax-deferred retirement plan. Contributions may only be rolled into another non-governmental 457(b) plan.

If you want to enroll in the 457(b) plan, please call the Benefits Office at 646-592-4340 or benefits@yu.edu for information on how to enroll in the plan.