

**Pay Cycle:** ☐ 26 Pay (biweekly) ☐ 12 Pay (monthly) ☐ 10 Pay (monthly)

*\*Participants may elect to make either the age 50 + catch-up contribution **OR** the age 62, 63, & 64 catch-up contribution during a plan year—not both concurrently.*

Flat-dollar amount:	\$						.			OR	Percentage of pay:				.			%
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☐ **AFTER-TAX (ROTH).** I authorize IU to withhold the following amount of my eligible separation pay:

- This agreement will take effect as soon as administratively feasible after this completed form has been submitted to IU Human Resources, and will remain in effect until I change (revoke or modify) it. I may change this agreement by making the change in One.IU.
- This agreement applies only to compensation not yet paid or made available to me.
- That Indiana University may revoke or modify this agreement at any time to comply with applicable IRS limits.
- That Indiana University does not warrant the performance or the appropriateness of any investment or the tax consequences or excludability and will not be responsible for any penalties or tax consequences resulting from this agreement.
- That the plan does not allow for withdrawals while employed at Indiana University.
- I am aware of the fees and expenses charged by the designated investment company(s).
- The Internal Revenue Service imposes various limits on your contributions to, or benefits from, the different IU plans. In addition, some limits require aggregation of the IU plans with other plans in which you participate. These rules may vary depending on the type of plan, the type of contributions, and how the plan is structured.

## INTERNAL REVENUE CODE CONTRIBUTION LIMITS

Type of Contribution	2025 Limits
Employee Elective Deferrals	\$23,500
Age 50+ Catch-up Contribution*	\$7,500
Age 62, 63, & 64 Catch-Up Contribution*	Up to \$23,500

*\*Participants may elect to make either the age 50 + catch-up contribution **OR** the age 62, 63, & 64 catch-up contribution during a plan year—not both concurrently.*

### Annual Dollar Limit on Elective Deferrals (IRC §402(g)(1))

Internal Revenue Code (IRC) §457(b)(2) limits the amount of salary deferral contributions (elective deferrals) that can be contributed to the IU 457(b) Retirement Plan and to all IRC §457(b) plans in which an employee participates in any calendar year. (Please note that elective deferrals made to the IU TDA are not limited by IRC §457(b)(2).)

The annual dollar limit is the lesser of 100 percent of the employee's compensation for the calendar year or the "applicable dollar amount." The "applicable dollar amount" is **\$23,500 for 2025**.

Please note that Indiana University does not monitor elective deferrals made to any business entity other than Indiana University. Therefore, an employee must self-monitor elective deferrals made to the Veterans Administration Hospital, IU Health, the IU Foundation, the IU Health Physicians, private practice associations, former employers, etc.

### Age 50 or Older Catch-up Contributions (IRC §414(v)(2))

For participants who are at least age 50 before the end of the plan year, the current dollar limits on elective deferrals are increased. The additional amount of elective deferrals that are permitted to be made by an eligible participant is the lesser of (i) the participant's compensation for the year reduced by any other elective deferrals of the participant for the year or (ii) the "applicable dollar amount." The applicable dollar amount is **\$7,500 for 2025**.

Age 50 or older catch-up contributions will not be taken into account in applying the annual dollar limit on elective deferrals (IRC §457(b)(2)).

### Age 62, 63, or 64 Catch-Up Contributions (IRC §457(b)(3))

For one or more of the participant's last three taxable years ending before he or she attains age 65, the participant may increase the annual dollar limit on elective deferrals to an amount not exceeding the lesser of: (i) twice the "applicable dollar amount"; or (ii) the "underutilized limitation." The "underutilized limitation" is equal to the sum of: (i) the annual dollar limit on elective deferrals for the taxable year; plus (ii) the annual dollar limit on elective deferrals (disregarding any catch-up) for any prior taxable year(s) less the elective deferrals made for such year(s).

In determining the "underutilized limitation" for prior years, the plan disregards any IRC §414(v) catchup contributions, both for calculation of the annual dollar limit on elective deferrals in a prior year and in establishing the amount of elective deferrals made in the prior year. A participant may not elect to apply the IRC §457(b)(3) catchup rule more than once, regardless of whether the participant utilizes the catch-up rule in less than all of the three taxable years ending before the participant attains age 65. This restriction on the use of the IRC §457(b)(3) catch-up rule also applies if the participant rejoins the plan or participates in the plan after retirement. It does not prevent more than one election by an employee covered by IRC §457(b) plans of different employers.

The "one-time use" restriction does not prohibit a participant from making an IRC §457(b)(3) catch-up election applicable to each of the three years prior to age 65. This restriction only means a participant who elects to utilize the IRC §457(b)(3) catch-up rule has one three-year period within which to exercise the rule.

Contact IU Human Resources at [askhr@iu.edu](mailto:askhr@iu.edu) or 812-856-1234 for eligibility

### Use of Multiple IRC Catch-Up Contribution Provisions Restricted

A participant may not make both an age 50 or older catch-up contribution (IRC §414(v)) and an age 62, 63, or 64 catch-up contribution (IRC §457(b)(3)) to the plan in the same year.

The Internal Revenue Service imposes various limits on your contributions to, or benefits from, the different IU plans. In addition, some limits require aggregation of the IU plans with other plans in which you participate. These rules may vary depending on the type of plan, the type of contributions, and how the plan is structured.

For full plan provisions visit [hr.iu.edu/benefits/457b.html](https://hr.iu.edu/benefits/457b.html).