

2015 Tax Deferral Limits

403(b) and 457(b)

- Employees who are under age 50 in 2015 may tax-defer \$18,000.
- Employees who are age 50 or over in 2015 may tax-defer \$24,000.

Please refer to the chart below:

Plans	Under Age 50	Over Age 50
403(b)	\$18,000	\$24,000
457(b)	\$18,000	\$24,000
Total combined	\$36,000	\$48,000

403(b) Catch-Up

Employees with at least 15 or more years of service at MCCC may be eligible to tax-defer an additional **\$3,000** if they have not made maximum contributions in previous years.

Plan	Under Age 50	Over Age 50
403(b) Catch-Up	+\$3,000 catch up	+\$3,000 catch up

403(b) Catch-Up \$18,000+\$3,000 =\$21,000

457(b) Special Catch up Rule

457(b) service-based catch-up for employees who have under contributed in prior years and are within the **last three** taxable years ending the year before the year they attain normal retirement age as specified under the plan

457(b) special catch up in 2015 -\$18,000 +\$18,000=\$36,000

457(b) plan participants who are eligible for both the **age-based** and **service-based** contributions **cannot combine the two catch-up amounts, but may contribute up to the higher amount.**