**Supplemental Retirement Plans**



**403(b) and 457(b) Plans**

**Information for Employees**

**Northern Illinois University Supplemental Retirement Plan – 403(b)**

Northern Illinois University sponsors the Northern Illinois University Supplemental Retirement Plan – Internal Revenue Code Section 403(b) Plan. All employees of Northern Illinois University that receive compensation reportable on a W-2, are eligible to voluntarily elect to invest a portion of their compensation to the Plan to supplement their retirement savings.

The Northern Illinois University 403(b) Plan allows employees to make tax-deferred (pre-tax) and/or Roth (after-tax) investment contributions with one of the two approved 403(b) vendors:

* Fidelity Investments
* TIAA

Tax-deferred 403(b) contributions are made on pre-tax basis and federal and state income taxes are deferred on contributions and earnings until a distribution is taken from the Plan. Roth 403(b) contributions are made on an after-tax basis and are included as taxable income at the time of contribution. Upon withdrawal or distribution, earnings are tax free provided they meet the definition of a qualified distribution.

***What is a 403(b) Plan?***

A 403(b) Plan is a retirement savings plan available to employees of educational institutions and certain non-profit organizations. Employees can invest in any investment options offered by the vendor. Contributions to the Plan are made solely by the employee, and the employee is 100 percent vested in their account(s) at all times. There are no matching employer contributions to the Plan.

***How much can I contribute to the 403(b) Plan?***

Each calendar year the internal Revenue Service (IRS) establishes the maximum contribution allowance. The maximum total allowable 403(b) contributions (pre-tax and after-tax combined) for calendar year 2025 is:

* $23,500
* If the participant will be age 50 or older by the end of the 2025 calendar year, additional contributions of $7,500 can be made. Please see below for specific age exceptions.
* If the participant will turn age 60, 61, 62, or 63 by the end of the 2025 calendar year, additional contributions of $11,250 can be made.

The 403(b) Plan allows for contributions to be in the form of a flat dollar amount or a percentage.

***How do I enroll in the 403(b) Plan?***

* Choose an approved vendor (Fidelity Investments or TIAA)
* Create an account online with approved vendor
	+ [Fidelity](https://nb.fidelity.com/public/nbas/accountOpen#/intro-page) – Plan ID – 54296
	+ [TIAA](http://www.tiaa.org/niu) – Plan ID – 103375
* Complete the NIU [Salary Contribution Agreement](https://niu.kualibuild.com/app/65f85a78e5ddd1013bc8b001/run)

***Approved Vendor Representative Contacts***

***Fidelity Investments TIAA***

 Bob Intoccia, Director, Retirement Planner Chad Stein, Financial Consultant

(630) 360-5979 (312) 345-5627

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**NIU employees have access to at least two 457(b) plans, one through the State Universities Retirement System (SURS) and one through the State of Illinois. However, some access is limited:**

* **Employees who first become participants of SURS prior to 7/1/23 have access to both the SURS and State of Illinois plans.**
* **Employees who first become participants of SURS on or after 7/1/23 and were not making deferrals to the State of Illinois plan on 6/30/23 only have access to the SURS plan.**
* **Employees who first become participants of SURS on or after 7/1/23 and were making deferrals to the State of Illinois plan on 6/30/23 have access to both the SURS and State of Illinois plans.**

**State of Illinois Deferred Compensation Plan – 457(b)**

The State of Illinois sponsors the State of Illinois Deferred Compensation Plan. All employees of the State of Illinois are eligible to voluntarily elect to invest a portion of their compensation to the Plan to supplement their retirement savings.

The State of Illinois Deferred Compensation Plan allows employees to make tax-deferred (pre-tax) and/or Roth (after-tax) investment contributions with one approved 457(b) vendor:

* Empower

Tax-deferred 457(b) contributions are made on pre-tax basis and federal and state income taxes are deferred on contributions and earnings until a distribution is taken from the Plan. Roth 457(b) contributions are made on an after-tax basis and are included as taxable income at the time of contribution. Upon withdrawal or distribution, earnings are tax free provided they meet the definition of a qualified distribution.

**What is a 457(b) Plan?**

A 457(b) Plan is a retirement savings plan available to employees of state and local governmental employers. Employees can invest in any investment options offered by the vendor. Contributions to the Plan are made solely by the employee, and the employee is 100 percent vested in their account(s) at all times. There are no matching employer contributions to the Plan.

**How much can I contribute to the 457(b) Plan?**

Each calendar year the internal Revenue Service (IRS) establishes the maximum contribution allowance. The maximum total allowable 457(b) contribution (pre-tax and after-tax combined) for calendar year 2025 is:

* $23,500
* If the participant will be age 50 or older by the end of the 2025 calendar year, additional contributions of $7,500 can be made. Please see below for specific age exceptions.
* If the participant will turn age 60, 61, 62, or 63 by the end of the 2025 calendar year, additional contributions of $11,250 can be made.

The 457(b) Plan has a per pay period minimum of $10, and contributions can be in the form of a flat dollar amount or a percentage.

\*This limit is a combined limit with the State Universities Retirement System Deferred Compensation Plan.

***How do I enroll in the State of Illinois 457(b) Plan?***

* Visit myillinoisdcplan.com or call (833) 969-4532 to speak with an Empower representative on business days between 7 a.m. and 9 p.m. central time and on Saturdays between 8 a.m. and 4:30 p.m.

***Vendor Contact Information***

[**State of Illinois, Central Management Services Deferred Compensation Office**](https://www2.illinois.gov/cms/benefits/Deferred/Pages/DeferredCompensation.aspx)

(217) 782-7006

 [**Empower (Retirement Plan Service Provider)**](https://myillinoisdcplan.empower-retirement.com/participant/#/sfd-login?accu=Illinois)

(833) 969-4532

**State Universities Retirement System Deferred Compensation Plan – 457(b)**

The State Universities Retirement System (SURS) sponsors the SURS Deferred Compensation Plan. All employees that participate in SURS are eligible to voluntarily elect to invest a portion of their compensation to the Plan to supplement their retirement savings.

The SURS Deferred Compensation Plan allows employees to make tax-deferred (pre-tax) and/or Roth (after-tax) investment contributions with one approved 457(b) vendor:

* VOYA Financial

Tax-deferred 457(b) contributions are made on pre-tax basis and federal and state income taxes are deferred on contributions and earnings until a distribution is taken from the Plan. Roth 457(b) contributions are made on an after-tax basis and are included as taxable income at the time of contribution. Upon withdrawal or distribution, earnings are tax free provided they meet the definition of a qualified distribution.

**What is a 457(b) Plan?**

A 457(b) Plan is a retirement savings plan available to employees of state and local governmental employers. Employees can invest in any investment options offered by the vendor. Contributions to the Plan are made solely by the employee, and the employee is 100 percent vested in their account(s) at all times. There are no matching employer contributions to the Plan.

**How much can I contribute to the 457(b) Plan?**

Each calendar year the internal Revenue Service (IRS) establishes the maximum contribution allowance. The maximum total allowable 457(b) contribution (pre-tax and after-tax combined) for calendar year 2025 is:

* $23,500
* If the participant will be age 50 or older by the end of the 2025 calendar year, additional contributions of $7,500 can be made. Please see below for specific age exceptions.
* If the participant will turn age 60, 61, 62, or 63 by the end of the 2025 calendar year, additional contributions of $11,250 can be made.

The 457(b) Plan has a per pay period minimum of $10 or 1%, and contributions can be in the form of a flat dollar amount or a percentage.

\*This limit is a combined limit with the State of Illinois Deferred Compensation Plan.

***How do I enroll in the SURS 457(b) Plan?***

* Visit surs.org, go to the Member Website Login and click on SURS Deferred Compensation Plan.

***Vendor Contact Information***

[***SURS Defined Contribution Contact Center***](https://surs.org/retirement-plans/dcp/)

*Customer Service Associates are available weekdays from 7 a.m. to 7 p.m.*

(800) 613-9543

 (800) 579-5708 TDD

Questions on this document should be directed to the Insurance and Employee Benefits Office by emailing HumanResources@niu.edu.