

Clemson University is a tax-exempt public education entity eligible to offer voluntary supplemental retirement programs as described under sections 401(k), 403(b) and 457(b) of the Internal Revenue Service (IRS). Eligible employees can elect to defer a portion of their compensation on a before-tax or after-tax basis to a 401(k) plan, 403(b) plan and/or a 457(b) plan to supplement their retirement savings. Questions regarding these programs can be answered by contacting an Office of Human Resources (OHR) at (864) 656-2000 or online at [Ask-HR](#) or by contacting a plan vendor.

Eligibility

All Clemson University employees (excluding student workers) are eligible to participate in a 401(k) plan, a 403(b) plan and a 457(b) plan.

Plan Vendors

401(k) Plan and 457(b) Plan: Available through the South Carolina Deferred Compensation Program.
403(b) Plan: Available through several licensed annuity companies.

Please use Clemson University’s [Supplemental Retirement Programs - Company Listings](#) document to locate contact information for plan vendors.

Contribution Options

Eligible employees may elect to contribute on a before-tax or after-tax basis or contribute a combination of tax-deferred and Roth after-tax funds.

Before-tax Contributions	Contributions are deducted from the employee’s pay before taxes are calculated lowering the employee’s current taxable income.	Available through: • 401(k) • 403(b) • 457
Roth/After-tax Contributions	Contributions are deducted from the employee’s pay after taxes are calculated allowing the funds to be taxed before they enter the account.	Available through: • 401(k) • 457

Annual Contribution Limits

Annual contribution limits are set by the IRS. The IRS provides regular calendar-year limits as well as an additional catch-up contribution limit beginning in the year in which the employee turns age 50. It is the responsibility of the participating employee and 401(k), 403(b), 457(b) company handling the contract to make certain the authorized maximum is not exceeded.

	2017 Limit	2018 Limit
Regular Contributions:		
401(k) & 403(b) coordinated limit	\$18,000	\$18,500
457(b) not coordinated	\$18,000	\$18,500
Catch-up Contributions:		
401(k) & 403(b) over age 50 coordinated limit	\$6,000	\$6,000
457 Over age 50 not coordinated	\$6,000	\$6,000
457(b) Within 3 years of retirement (conditions apply)	\$18,000	\$18,500

Note: Contribution limits include the combination of before-tax and after-tax funds.

Enrollment

Eligible employees must contact an approved vendor for account set up. Employees enrolled in a plan can request salary deferrals by completing a “Request for Salary Reduction Agreement” form, which can be obtained from OHR.

Modifying a Deferral Election

Employees can increase, decrease or stop future contributions to the plans at any time by completing a “Request for Salary Reduction Agreement” form, which can be obtained from OHR.

Payroll Deduction Schedule

9 Month Employees: 16 deferrals allowed annually; deducted from 1st and 2nd check dates of January through April and September thru December

12 Month Employees: 24 deferrals allowed annually; deducted from 1st and 2nd check dates of January through December

This document is for informational purposes only and is provided with the understanding that Clemson University is not rendering legal/tax/investment advice. If such advice is desired, employees should consult their independent legal counsel, tax consultant, and/or financial planner. The University neither endorses nor recommends one investment vehicle over another.

Supplemental Retirement Plan Comparison Chart

Supplemental Retirement Plan	401(k)	Roth 401(k)	403 (b)	Roth 403(b)	457(b)	Roth 457(b)	Roth IRA
Deferred Income Companies	<u>SC Deferred Compensation Program (DCP)</u>		See <u>Clemson University Supplemental Retirement Programs - Company Listings</u> document		<u>SC Deferred Compensation Program (DCP)</u>		Independent Plan - not associated with employment
Ownership and Vesting	Account in Employee's name - 100% immediately vested						
Payroll Deduction through Clemson	Yes	Yes	Yes	No	Yes	Yes	No
Employer Contribution	No		No		No		No
Fees	Variable - Please check with the plan vendor						
Enroll/Changes/Cancellations	1.) Contact the vendor directly for their enrollment packet 2.) Contact the Office of Human Resources for the appropriate form to start/stop/change payroll deductions						Independent Plan
Maximum Annual Contributions	For 2018: \$18,500; 401(k) & 403(b) coordinated limit				For 2018: \$18,500		For 2018: \$5,500, income limits apply
Catch-Up Provision for 50 or older	For 2018: Age 50 or older, \$6,000; 401(k) & 403(b) coordinated limit				For 2018: Age 50 or older, \$6,000		For 2018: \$1,000, income limits apply
Special Catch-Up Provision	No		No		Yes - Within 3 years of retirement		No
Taxability	Pre-Tax Contributions. Investment growth is not subject to federal and state income taxes until funds are withdrawn.	After-tax contributions. Tax-free withdrawals after account has been in place for 5 years and owner is at least age 59 1/2.	Pre-Tax Contributions. Investment growth is not subject to federal and state income taxes until funds are withdrawn.	After-tax contributions. Tax-free withdrawals after account has been in place for 5 years and owner is at least age 59 1/2.	Pre-Tax Contributions. Investment growth is not subject to federal and state income taxes until funds are withdrawn.	After-tax contributions. Tax-free withdrawals after account has been in place for 5 years and owner is at least age 59 1/2 who has separated from state service.	After-tax contributions. Tax-free withdrawals after account has been in place for 5 years and owner is at least age 59 1/2.
Loan Provisions	Available - Contact SC DCP (restrictions apply)		Available - Contact Vendor. (restrictions apply)		Available - Contact SC DCP (restrictions apply)		None
Direct Transfers	Pre-tax to Pre-tax Allowed	Roth to Roth Allowed	Pre-tax to Pre-tax Allowed	Roth to Roth Allowed	457 to 457 Allowed		Allowed
Rollovers	Contact Vendor; restrictions apply						

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