

457(B) DEFERRED COMPENSATION PLAN

The Harvard University 457(b) Deferred Compensation Plan allows certain high-earning faculty and staff to set aside a tax-deferred portion of their salary, in addition to tax-deferred annuity (TDA) deductions.

ELIGIBILITY

Employees whose base salary is at least \$200,000 (for 2019) and reside in certain states are eligible to enroll in this plan. If you are eligible, you will receive enrollment information from the Harvard University Retirement Center (HURC).

CONTRIBUTION LIMITS

In 2019, you may contribute up to \$19,000, according to IRS regulations.

ENROLLING AND CHOOSING YOUR INVESTMENTS

To get started, simply visit or call the Harvard University Retirement Center. From there, you'll need to select your investments directly with each vendor. You can choose from among a carefully selected menu of funds from Fidelity, TIAA, and Vanguard. If you make no other election, this contribution will automatically be invested in a Vanguard target-date fund closest to the year you turn 65.

- Harvard University Retirement Center online: [HURC](#)
- Harvard University Retirement Center by phone: 1-800-527-1398

Leaving Harvard

Generally, your plan benefits are not available until you retire or your employment with the University ends. You (or your designated beneficiary) will receive a lump-sum payment of your balance on or about the 120th day after your employment ends. However, within 90 days after your employment ends, you may elect to defer this payment to a later date. Contact your investment vendors vendor for details.

Beneficiaries

You should designate a beneficiary to receive your 457(b) savings in the case of your death. Beneficiaries should be reviewed periodically, and updated to reflect any family or personal changes. You can designate or update your beneficiaries by contacting your vendors directly.

