SB
Science of Benefits

457(B) DEFERRED COMPENSATION PLAN

457(b) Plan Overview

The 457(b) Plan provides you with an opportunity to defer compensation on a pretax basis in addition to any contributions you make to the Caltech Voluntary Retirement Plan. The 457(b) Plan (non-governmental 457(b)) is a plan designed specifically for a select group of management or highly compensated employees who meet the annual required compensation threshold. The Plan offers an additional opportunity to save for retirement.

Eligibility Criteria

Eligibility is based on your annual base salary as of November 1 of each year. If your annual salary rate as of November 1 meets the compensation threshold, you become eligible to participate in the Plan on the following January 1. For 2026, the 457(b) threshold is $316,980.

457(b) Contribution Limit

The 457(b) Plan only permits employee pretax contributions; there are no employer or Roth after-tax contributions to this Plan. In 2026, you can contribute up to $24,500, which is the maximum employee contribution amount.

Investment Options Under the 457(b) Plan

The 457(b) Plan provides the same core investment options as Caltech's Base Retirement Plan and Voluntary Retirement Plan. The Plan offers a broad range of mutual funds and annuities from TIAA, as well as a variety of funds from other companies, allowing you to develop a retirement investment strategy that is right for you. See Caltech's retirement plans' investment options menu at **tiaa.org/caltech**.

Enrollment and Changes

Once you become eligible for the Plan, you will receive an initial notice from TIAA with instructions on how to enroll. You can enroll at any time or change your contribution amount anytime during the year. Enrollment and any changes will take effect the first of the month following the date you enroll or make a change. To enroll or change your deferral amount during the year:

- **Campus employees:** Log in directly at access.caltech.edu, then select MyBenefits. Click on the blue "Manage my TIAA" tile. Click on the green "Manage TIAA Contributions" tile.
- **JPL employees:** Access Workday from the JPL Space Intranet. From the Workday home page, select the JPL Benefits icon under "Your Top Apps" (Click "View All Apps" if icon is not visible). Click on the "Retirement Plans" tab, then select "Manage TIAA Contributions" from the right-hand side of the page, under "Manage".

Questions or Assistance

If you have questions regarding your TIAA account, please call **800-842-2252** (Monday-Friday, 5am - 7pm PST).

TIAA financial consultants are available for appointments to discuss your personal situation. To schedule an appointment, visit **tiaa.org/schedulenow**. If you would like to speak with your HR Benefits team:

- **Caltech HR Benefits—626-395-6443**
- **JPL AskHR—818-354-4447**

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457(b) Deferred Compensation Plan—FAQs

How is eligibility determined and the compensation threshold calculated?

The 457(b) Plan is a plan designed specifically for a select group of management or highly compensated employees.

To determine who is newly eligible to participate, each year the compensation threshold is calculated by using the current year's Social Security Wage Base multiplied by 180%. Your November 1 compensation is used to determine your eligibility to participate beginning the following January 1.

What if my salary falls below the compensation threshold for eligibility?

Once you become eligible for the Plan, you will eligible to participle as long as your annual base salary does not fall below the IRS Highly Compensated Employee (HCE) pay threshold ($160,000 for 2026), as measured on November 1 prior to each January 1. If your annual base salary as of November 1 falls below the applicable IRS HCE pay threshold as of November 1 for any reason, you will not be able to make contributions to the Plan effective the following January 1.

Why contribute to the 457(b) Plan?

Because contributions are made on a pretax basis, making contributions to the Plan will lower your taxable income. What's more, your account grows on a tax-deferred basis. So, you won't have to pay taxes on your contributions or on investment earnings until you withdraw money from your account. And you can contribute to your 457(b) in addition to Caltech's other retirement plans, increasing the amount you can save for retirement.

Can I borrow from my contributions in the 457(b) Plan?

No, loans are not allowed.

Can I withdraw my contributions if I experience a financial hardship?

You may take a single lump-sum withdrawal of benefits in the amount reasonably necessary to satisfy an unforeseen emergency need. Speak to a TIAA financial consultant to understand the implications of a withdrawal. Schedule an appointment at **tiaa.org/schedulenow** or call **800-732-8353**.

If I can't afford to contribute the maximum allowed to both the Voluntary Retirement Plan and the 457(b) Plan, which should I contribute to first?

Generally, it is to your advantage to maximize your contributions in the Voluntary Retirement Plan first, as assets of the Voluntary Plan are not subject to the claims of the Institute's creditors.

When can I take a distribution from my account?

You may take a distribution after your employment from the Institute ends. You must make an election indicating timing and form of payment within 121 days from severance of employment. If no election is made, a lump-sum distribution of your entire account will automatically occur following 121 days from the date your employment with the Institute ends. In-service distribution options for employees at least age 70½ can be requested by contacting TIAA.

Can I defer payment from the 457(b) Plan?

Yes, as long as you make an election within 121 days after employment ends. However, distributions must commence no later than:

- April 1 following the year you reach age 73, or
- If your employment ends and you are at least age 73, you must commence by April 1 of the following calendar year.

457(b) Deferred Compensation Plan—FAQs (cont'd)

What are the differences between the 457(b) Plan and the Voluntary Retirement Plan?

	457(b) Deferred Compensation Plan	Voluntary Retirement Plan
Eligibility	Employees who meet the salary threshold for eligibility each year	All employees of the Institute
How the plans work together	You can contribute up to an additional $24,500 to the 457(b), over and above what you contribute to the Voluntary Retirement Plan	You can contribute to the Voluntary Plan up to your personalized limit, in addition to any contributions you make to the 457(b) Plan
Who makes contributions	You (no Institute contributions)	You (no Institute contributions)
Contribution maximum (2026)	$24,500 per year (not required to take into account contributions from the Base Plan or the Voluntary Plan)	$24,500 per year (your limit may be reduced because it takes into account contributions you receive from the Institute under the Base Plan)
Catch-up contributions (2026)	No (Catch-up contributions are not allowed for non-governmental 457(b) plans)	Yes, starting January 1, 2026, the age-based catch-up limit will be based on your age as of December 31, 2026: • 50-59 $8,000 • 60-63 $11,250 • 64 or older $8,000 Age-based catch-up contributions are required to be made on a Roth after-tax basis for Caltech and JPL employees who want to start or continue making age-based catch-up contributions and whose Institute compensation in 2025 exceeded $150,000.
Taxation	All contributions are made pretax	Pretax and/or Roth after-tax contributions are permitted
When you are vested	100% at all times	100% at all times
Investment options	Same for both plans; visit tiaa.org/caltech for investment options details	
Loan/Hardship withdrawal availability	Only hardship withdrawals are allowed	Yes
Brokerage window	No	Yes
Rollover/Transfer balances to other accounts	You can transfer balances only from or to another exempt organization's 457(b) plan	Yes, you can rollover your account balance to a qualified plan
Distribution election	Lump-sum payment after 121 days following your employment termination date, unless you elect otherwise prior to the 121st day	No distributions are required upon termination until the applicable required minimum distribution (RMD) age (age 73 or later, depending on year of birth).
Subject to claims of the Institute's general creditors	Assets of the 457(b) Plan are considered part of the Institute's general assets until distributed to you	No

For additional plan details on the 457(b) Deferred Compensation Plan, please see the Summary Plan Description (SPD) at https://hr.caltech.edu/departments/total-rewards/benefits/spd.