Save More for Retirement

Learn more or enroll today.

To learn more about the Lake Michigan College 403(b) and/or 457(b) Plans, visit **TIAA.org/lakemmichigancollege** or call TIAA at **800-842-2252**, weekdays, 8 a.m. to 10 p.m. or Saturday, 9 a.m. to 6 p.m. (ET).

The Lake Michigan College 403(b) and 457(b) Plans offer you a powerful way to put more money to work for your future.

The statistics are stark, but real: many Americans are not saving enough for retirement. For example, just 22% of Americans are very confident they will have enough money to live on comfortably in retirement, according to the Employee Benefit Research Institute.*

This statistic represents an uncomfortable reality—many Americans are saving too little for their futures. And those who've been saving diligently have seen the value of their retirement plans decline during recent periods of market downturn.

Many people also realize that with increased life expectancy and longer retirements—sometimes lasting 30 years or more—their existing retirement plan and Social Security combined may not be enough to meet their financial needs.

Given these facts, it's important to ensure you're saving enough for retirement. If not—or if you're unsure—Lake Michigan College offers you an easy way to put more money to work for your future.

How the 403(b) and 457(b) Plans can help you contribute more for retirement.

Through the 403(b) and 457(b) Plans, you contribute directly to your retirement and get the following benefits when you open an account:

- A great way to close the savings gap: If you haven't invested enough for retirement, the plans give you the opportunity to contribute more money for your future.
- Convenient contributions: Your contributions are automatically deducted from your salary, making it easy to contribute.
- Lower current taxes: You can make contributions before taxes are withheld from your pay, reducing your current taxable income.
- Tax-deferred accumulations: You pay no taxes on your plan contributions or earnings until you receive them in retirement.

Which Plan is right for you?

As you can see, the 403(b) and 457(b) Plans offer several advantages for building retirement savings. And depending on how much you have to invest and your financial goals, you can contribute to either the 403(b) Plan or the 457(b) Plan—or both. The chart on the next page shows the differences between the two supplemental plans and which may be the best choice for your situation.

* EBRI, The 2015 Retirement Confidence Survey: Having a Retirement Savings Plan a Key Factor in Americans' Retirement Confidence, March 2015

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LAKE MICHIGAN® COLLEGE

The 403(b) Plan and the 457(b) Plan at a Glance

	403(b) Plan	457(b) Plan
Eligibility and Participation	Benefits-eligible employees generally able to participate. Call us at **269-927-8146** for information on eligibility and enrollment.	Benefits-eligible employees generally able to participate. Call us at **269-927-8146** for information on eligibility and enrollment.
Taxability	Pre-tax contributions will be taxed in the year you take the distribution. Roth contributions are taxed in the year you make the contribution.	Pre-tax contributions will be taxed in the year you take the distribution. Roth contributions are made with after tax money.
Employee Contribution Limits	In calendar year 2016 limited to the lesser of 100% of compensation, or $18,000. Governed by IRC Sections 415 and 402(g).	In calendar year 2016 limited to the lesser of 100% of compensation, or $18,000. Governed by IRC Section 457.
Contribution Coordination	Employees may be eligible to contribute the maximum to both 403(b) and 457(b) plans.	Employees may be eligible to contribute the maximum to both 403(b) and 457(b) plans.
Catch-Up Amounts	An additional $6,000 elective salary deferral may be permitted in 2016 for individuals age 50 or older. Employees with 15 or more years of service (with the same eligible employer) may also be eligible to contribute up to an additional $3,000 per year ($15,000 lifetime maximum), depending on prior year contributions.	An additional $6,000 elective salary deferral in 2016 for individuals age 50 or older, if permitted by their plan. Catch-up provisions that allow eligible individuals within three years of the plan's normal retirement age to make contributions equal to the lesser of twice the applicable annual limit, or the applicable annual limit plus any unused contributions from prior years.
Triggering Events	Severance from employment, retirement, age 59½, or death. Distributions due to unforeseeable financial emergency may be available. Consult plan document for specific rules.	Severance from employment, retirement, age 70½, or death. Distributions due to unforeseeable financial emergency may be available. Consult plan document for specific rules.
Early Withdrawal Penalty	None for employees who separate from service after age 55. Otherwise, 10% on withdrawals before age 59½, or before separation from service. Exceptions include death and disability.	None.
Rollovers	Permitted to IRA, 401(a), 401(k), 403(b), or 457(b) governmental plans. Rollovers are NOT permitted to 457(b) plans of a tax-exempt employer.	Permitted to IRA, 401(a), 401(k), 403(b), or 457(b) governmental plans. Direct transfers to another 457(b) plan of a tax-exempt employer may be permitted only if both plans allow for the transaction.
Loans	Available. Subject to plan rules.	Available. Subject to plan rules.

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