Ohio Deferred Compensation
257 East Town Street, Suite 457
Columbus, OH 43215

1-877-644-6457
www.Ohio457.org

SICK AND VACATION LEAVE?
Time to catch up with deferred compensation!
Many employees can cash out unused sick or vacation time at year end. To defer your **year-end leave** cash out, just ask your payroll manager for the dollar amount of your leave and the date the cash out will be paid. Ohio DC must receive your request at least **30 days before** your pay date. Please call us at least 30 days in advance.

**ENDING EMPLOYMENT OR RETIRING?**
Employees who retire will get their unused sick and/or vacation time paid to them at the end of their employment. If your leave cash out is due to your **termination** (ending employment or retiring), the IRS requires the deferred cash out to be made within 75 days of your termination date or within the same calendar year in which you terminate, whichever is longer. The request to defer your termination cash out must also be completed **one month prior to that pay date**.

**MY CHECKLIST:**
- I am already enrolled in Ohio DC.
- Pay Date of my cash out
- Amount of my cash out

**2014 ANNUAL DEFERRAL LIMITS**
Normal: $17,500  
50-Plus: $23,000

If your leave cash out will be more than one of these limits, please see the next page to see if you qualify for the 2014 Annual Catch-up Limit of $35,000. Your W-2s must be submitted to Ohio DC for this option.

**MY CHECKLIST:**
- I have contacted Ohio DC to determine how many years of W-2s are needed.

**CATCH-UP AND MY LEAVE CASH OUT**
Many employees use the Catch-up option to invest their sick and vacation leave cash out at termination. If you expect a large leave payment (more than the normal deferral limit) and don’t need the funds right now, **you might qualify** to invest a large lump sum and defer the taxes until you need the funds.

**ELIGIBILITY**
If you are within three years of Normal Retirement Age, and if you have not contributed the maximum contribution in the past, you might be able to defer up to two times the normal contribution limit. For example, this calendar year you might be able to contribute as much as $35,000. The Catch-up option serves as a one-time opportunity that may last for up to three consecutive years, as long as you are employed.

**NORMAL RETIREMENT AGE**
Normal retirement age is the age you choose solely for the purpose of initiating your Catch-up election. This age must:
- Occur no later than age 70½
- Be no earlier than the year that you would be entitled to full retirement benefits with no reduction for age or service

You can find more information at [www.Ohio457.org](http://www.Ohio457.org) or call an Account Executive today at 1-877-644-6457 to discuss the details. Find out if you’re eligible to take advantage of the Catch-up option.