



- You may elect to contribute to the CRSP on a pre-tax basis or after-tax Roth basis (or combination of pre-tax and Roth) up to the annual maximum allowed under the Internal Revenue Code. For the 2026 calendar year, the annual deferral maximum is \$24,500 or 100% of your base salary, whichever is less.
  - If you will be age 50-59, or age 64 or older during the calendar year, you may elect an additional Catch-up contribution amount. For the 2026 calendar year, the maximum contributions is \$32,500.
  - If you will be age 60-63 during the calendar year, you may contribute \$35,750.
  - For more information on Catch-up contributions, visit our website at *ConcordiaPlans.org/CRSP*.
- Effective January 2026, workers age 50 and over with 2025 FICA wages over \$150,000 (self-employment (SECA) wages are not subject to this requirement) who make catch-up contributions to the CRSP 403(b) must do so on a Roth (after-tax) basis. Standard contributions up to the IRS limit can be pre-tax or Roth. Those not meeting these criteria, and rostered workers without FICA wages, are not affected.
- This Salary Deferral Agreement is a written agreement between you and your employer whereby you direct your employer to reduce your pay by a specific amount. Your employer then remits this amount to your CRSP account. You may change or cancel the amount of your salary deferral contributions at any time, as allowed under the terms of the Plan. Your current Salary Deferral Agreement will continue until you notify your employer otherwise.
- How much should you contribute? The answer depends on your current financial situation, and you may wish to speak with a Concordia Plan Services Financial Educator, Fidelity Guidance Representative or other trusted financial professional to take into consideration your entire profile. As a general guideline, it is recommended to have a combined (your contributions plus any employer contributions) retirement savings rate of 15% of pay. But keep in mind, even small amounts add up over time. Electing a percentage of your salary to be deferred into a retirement account is an easy way to make sure your savings rate is relative to your salary.