To: Diocese of San Jose Employees
From: Benefits Department
Subject: 2020 403(b) IRS Limits and Eligibility

When it comes to retirement planning, it’s never too early or too late to start saving. The Diocese of San Jose provides a 403(b) Tax-Sheltered Annuity plan to allow you to prepare for your financial future.

As an employee of the Diocese of San Jose, you are eligible to participate in the 403(b) Tax-Sheltered Annuity plan. The money you invest through a 403(b) plan is tax-deferred, which means you do not pay taxes on your contribution until you retire and/or withdraw the money from your account. Even if you only contribute a modest amount over time, you may be surprised at how much it could grow.

Participation in the 403(b) TSA is voluntary and may be done at any time at the employee’s discretion*. There are no matching contributions.

**2020 IRS 403(b) limits on elective deferrals**

- **$19,500** is the most an employee can contribute to a 403(b) Tax-Sheltered Annuity account out of salary.
- Employees who are age 50 or over can also make catch-up additional contribution up to **$6,500**.

  - Congratulations if you are already participating. Your elected contribution amount will continue, you do not need to do anything*.
  - If you are not already participating in the DSJ 403(b) plan there is no better time than now to start saving, it’s never too late*.

*For Enrollment information and/or Salary Reduction Agreement to request payroll deduction, please go to [www.dsj.org/Benefits](http://www.dsj.org/Benefits) (Then Scroll down to Retirement Plans)