

403(b) Calculation Worksheet

Thrivent ID

For Calendar Year: _____

Note: A signed 403(b) Calculator Worksheet (Illustration Software) may substitute for this form.

Name of employee		Date of birth (mm/dd/yyyy)
Name of employer	Date employment began with this employer	

1. Enter Annual Salary Deferral Limit on line 1¹. (See table on page 2.) 1. \$ _____
2. 15-Year Rule Contribution
 - a. Does employee have 15 or more years of service with the same qualifying employer (education institution, hospital, home health service agency, health and welfare agency, or a church, convention or association of churches)?
 Yes No If "No," enter "0" on line 2; skip to step 3.
 - b. If "Yes" to 2a, employee may be eligible for the 15-Year Rule Contribution. If employee chooses to defer amounts in excess of the annual deferral limit, use the 15-Year Rule Contribution Calculation on page 2 to determine the amount allowed, **if any**, and enter result on line 2. 2. \$ _____
 Note: If an employee is eligible for both the 15-year rule contribution and the age 50 catch-up contribution, all employee salary deferrals that exceed the annual salary deferral limit will first be considered 15-year rule contributions, and then any additional contributions will be treated as age 50 catch-up contributions. Please see examples on pages 2 and 3.
3. If the employee will be age 50 or older by the end of the calendar year, enter the catch-up limit from the table on page 2 on line 3. 3. \$ _____
4. Add lines 1, 2 and 3 and enter total on line 4. 4. \$ _____
5. a. Enter on line 5a salary deferrals made to any other 403(b), 401(k), SIMPLE or SARSEP plan with this employer or any other employer (including self-employment). 5a. \$ _____
 b. Subtract line 5a from line 4 and enter on line 5b. 5b. \$ _____
6. Enter your Includible Compensation on line 6 (Includible Compensation includes wages, salaries, fees, bonuses, and overtime pay from this employer.) Includible compensation usually does not include mandatory contributions to State Retirement Funds.² 6. \$ _____
7. Enter the lesser of line 5b or 6 on line 7. This is your Maximum Annual Salary Deferral Contribution limit³ for this calendar year.⁴ 7. \$ _____

It is the employee's responsibility to determine that his/her employer is an educational institution or qualifying 501(c)(3) organization, that he/she is an employee of such organization within the meaning of the law, and that the information provided by the employee is accurate. Neither Thrivent Financial for Lutherans, Thrivent Investment Management Inc., Thrivent Life Insurance Company, nor the Custodian (if applicable) shall have the responsibility in this regard.

Signature required on page 2.

¹ The annual salary deferral limit generally applies to the calendar year ending December 31.
² **Pastors and called workers:** Housing and other nontaxable allowances may not be included. **Severance Pay:** Is generally not considered "Includible Compensation." Check with your employer.
³ 403(b) plan contributions are subject to the defined contribution plan rules of Internal Revenue Code (IRC) Section 415. The maximum annual contribution that can be made for all defined contribution plans under one Employer is the lesser of \$44,000 or 100% of the employee's compensation as indexed for 2006. The salary deferral limit is included within the IRC Section 415 limit.
⁴ Of the maximum annual salary deferral limit, you may designate all or a portion as pre-tax 403(b) or post-tax Roth 403(b) contributions.

Annual Salary Deferral Limits

Calendar Year	Annual Deferral Limit (402g)	Age 50 Catch-up Limit	Calendar Year	Annual Deferral Limit (402g)	Age 50 Catch-up Limit
2007 and thereafter *	\$ *	\$	1997	\$ 9,500	\$ N/A
2006	\$ 15,000	\$ 5,000	1996	\$ 9,500	\$ N/A
2005	\$ 14,000	\$ 4,000	1995	\$ 9,500	\$ N/A
2004	\$ 13,000	\$ 3,000	1994	\$ 9,500	\$ N/A
2003	\$ 12,000	\$ 2,000	1993	\$ 9,500	\$ N/A
2002	\$ 11,000	\$ 1,000	1992	\$ 9,500	\$ N/A
2001	\$ 10,500	\$ N/A	1991	\$ 9,500	\$ N/A
2000	\$ 10,500	\$ N/A	1990	\$ 9,500	\$ N/A
1999	\$ 10,000	\$ N/A	1989	\$ 9,500	\$ N/A
1998	\$ 10,000	\$ N/A	1988	\$ 9,500	\$ N/A

* Subject to annual cost of living adjustments.

15-Year Rule Contribution

If you have 15 or more years of service with your current employer, you may be able to defer salary in excess of the annual salary deferral limit.

If you are eligible for both this 15-year rule contribution and the age 50 catch-up contribution, your salary deferrals that exceed the annual salary deferral limit will first be considered 15-year rule contributions, and then any additional contributions will be treated as age 50 catch-up contributions.

Example: In 2006, you defer \$15,000. You are entitled to defer an additional \$3,000 under the 15-year rule provision and another \$5,000 as a catch-up contribution. You defer an additional \$6,200 (for a total of \$20,200). The first \$3,000 of that \$6,200 will be treated as a 15-year rule contribution and the remaining \$3,200 will be treated as a catch-up contribution.

The additional contribution (if any) allowed under the 15-year rule contribution provision is the lesser of lines 1, 2, and 3 below. The maximum allowed under this provision in any one year is \$3,000 and the maximum lifetime aggregate amount allowed is \$15,000. To complete line 2, you will need to know the total amount of all your prior years' salary deferrals.** To complete line 3, you will need to know the total amount of all your prior 15-year rule contributions. If you do not have that data, it may be necessary for you to do this calculation for every year in which you made an additional 15-year rule contribution, starting with the first year and working forward. (See examples on page 3.)

15-Year Rule Contribution Calculation

- | | |
|--|-------------|
| 1. Maximum 15-year rule contribution allowed per year is \$3,000 | 1. \$ 3,000 |
| 2. \$5,000 x years of service less total amount of prior years salary deferrals** with this employer | 2. \$ |
| 3. \$15,000 less total amount of prior years' 15-year rule contributions | 3. \$ |

Enter the lesser of lines 1, 2, or 3 here. If greater than zero, enter the amount on line 2 on page 1. If less than zero, enter "0" on line 2 on page 1.

Acknowledgment

By signing this form, I acknowledge that I have read and understood my responsibilities as outlined on this form.

Signature of employee and date signed (mm/dd/yyyy)

Signature of financial representative and date signed (mm/dd/yyyy)

Financial representative name and code number

** Including any 15-year rule contributions and excluding any age 50 catch-up contributions.

Example

Jane Smith is a 58 year old teacher. During her first 20 years of employment (1980-1999), Jane only deferred a total of \$20,000 to her 403(b) plan. In 2000 and 2001, she deferred the maximum \$10,500 plus an additional 15-year rule contribution of \$1,000. (Prior to 2000, she had not made any 15-year rule contributions.) In 2002, she deferred the maximum \$11,000 and made a catch-up contribution of \$1,000. (Even though Jane thought she was making a \$1,000 catch-up contribution, that \$1,000 must be treated as a 15-year rule contribution. All contributions that exceed the annual salary deferral limit must first be treated as 15-year rule contributions. Upon reaching the 15-year rule limit, any additional contribution that exceeds the annual salary deferral limit can be treated as an age 50 catch-up contribution.) In 2003, Jane deferred the maximum \$12,000, made a 15-year rule contribution of \$3,000 and a catch-up contribution of \$2,000. In 2004, Jane deferred the maximum \$13,000 and made a 15-year rule contribution of \$2,000. In 2005, Jane deferred the maximum of \$14,000 and made a 15-year rule contribution of \$2,000.

(1) Year	(2) Jane's Actual Deferrals *	(3) Annual Salary Deferral Limit **	(4) 15-Year Rule Contributions
2005	\$ 16,000	\$ 14,000	\$ 2,000
2004	\$ 15,000	\$ 13,000	\$ 2,000
2003	\$ 15,000	\$ 12,000	\$ 3,000
2002	\$ 12,000	\$ 11,000	\$ 1,000
2001	\$ 11,500	\$ 10,500	\$ 1,000
2000	\$ 11,500	\$ 10,500	\$ 1,000
Prior 15-Year Rule Contribution Total =			\$ 10,000

* Your salary deferrals under this plan, including your 15-year rule contributions (if any), but excluding your age 50 catch-up contributions (if any).

** The annual salary deferral limit (see chart on page 2.)

Jane now wants to contribute as much as she can in 2006. To calculate her maximum, she needs to complete the 15-Year Rule Contribution Calculation.

Jane's 15-Year Rule Contribution Calculation

1. Maximum 15-year rule contribution allowed per year is \$3,000	1. <u>\$ 3,000</u>
2. \$5,000 x years of service less total amount of prior years salary deferrals with this employer	2. <u>\$ 29,000</u>
\$5,000 x 26 prior years of service	\$130,000
Less total prior years deferrals	<u>- 101,000</u>
	\$ 29,000
3. \$15,000 less total amount of prior years' 15-year rule contributions	3. <u>\$ 5,000</u>
Maximum lifetime aggregate 15-year rule contribution	\$15,000
Less all prior 15-year rule contributions	<u>- 10,000</u>
	\$ 5,000

Enter the lowest of lines 1, 2, or 3 here. If greater than zero, enter the amount on line 2 on page 1. If less than zero, enter "0" on line 2 on page 1.

\$ 3,000

Conclusion:

In 2006, Jane can defer \$15,000 under the annual salary deferral limit (see table on page 2), make a \$3,000 15-year rule contribution (the lesser of lines 1, 2, and 3 above), and make an age 50 catch-up contribution of \$5,000, for a total contribution of \$23,000 in salary deferrals.