

Key for identifying modifications to the initially proposed text of the regulations:

- Originally-proposed text = no strikethrough or underline
- First modifications (May 20, 2019) = double strikethrough for deletions, double underline for additions
- Second modifications (September 4, 2019) = single strikethrough for deletions, single underline for additions

Note: These regulations are new to the CCR.

California Code of Regulations

Title 10: Investment

Chapter 15: California Secure Choice Retirement Savings Investment Board

Section 10000. Definitions.

The following definitions shall apply wherever the terms are used throughout this Chapter:

- a) (a) “Account” means a Participant’s Individual Retirement Account (“IRA”) held within the Program.
- b) (b) “Administrator” means the third-party administrator that operates the Program.
- c) (c) “Automatic Escalation” means an automatic annual increase in a Participating Employee’s Contributions as set forth in Section 10005.
- d) (d) “Beneficiary” means the individual(s) or entity(ies) entitled to receive the proceeds of a Participating Employee’s or Participating Individual’s Account upon their death.
- e) (e) “Board” means the California Secure Choice Retirement Savings Investment Board.
- f) (f) “Client Employer” means an Employer that is involved in a Tri-Party Employment Relationship due to obtaining the services of a third-party entity.
- g) (g) “Compensation” has the same meaning as defined in Title 26 Code of Federal Regulations Section 1.415(c)-2(d)(4) (April 5, 2007), which is incorporated herein by reference. In the case of a sole proprietor, a partner in a partnership, a member of a limited liability company treated as a sole proprietor or partner, or another self-employed individual, Compensation means such individual’s Earned Income.
- h) (h) “Contribution” means any monies contributed to an Account.
- i) (i) “Contribution Rate” means the percentage of a Participating Employee’s Compensation to be withheld and contributed to their Account via payroll deduction under the Program.
- j) (j) “Earned Income” means an individual’s net earnings from self-employment from the

Participating Employer as determined under Section 401(c)(2)(A) of Title 26 of the United States Code ~~in which personal services of the individual are a material income-producing factor.~~

(k) "Electronic Fund Transfer" has the same meaning as the term established under Section 1693a(7) of Title 15 of the United States Code.

~~h)~~(l) "Eligible Employee" means any Employee of an Eligible Employer who is at least eighteen years of age.

~~h)~~(m) "Eligible Employer" means an Employer that (i) has five or more Employees, as determined under the methodology described in Section 10001(a), at least one of whom is an Eligible Employee; (ii) does not maintain or contribute to a Tax-Qualified Retirement Plan; and (iii) is not the federal government, the state, any county, any municipal corporation, or any of the state's units or instrumentalities.

~~m)~~(n) "Employee" means any individual who has the status of an employee under Unemployment Insurance Code Sections 621, 621.5, 622, or 623; and who receives a W-2 with California wages. In the case of an Eligible Employer that is a sole proprietorship, partnership, or a limited liability company treated as a sole proprietorship or partnership for federal income tax reporting purposes, Employee shall also mean a sole proprietor, partner, or member of a limited liability company treated as a sole proprietor or partner for federal tax purposes.

~~n)~~(o) "Employee Information Packet" means the packet of information provided by the Program that includes the Opt-Out Form, instructions on how to opt out of the Program, and other information required under Government Code Section 100014.

~~o)~~(p) "Employer" means a sole proprietor, partnership, limited liability company, Subchapter C or Subchapter S corporation, trust, or other entity, whether for profit or not for profit, that is an employer under California Unemployment Insurance Code Division 1, Part 1.

~~p)~~(q) "Exempt Employer" means an Employer that (i) has fewer than five Employees, as determined under the methodology described in Section 10001(a) or has more than five Employees, but does not employ any Eligible Employees; (ii) maintains or contributes to a Tax-Qualified Retirement Plan; or (iii) is the federal government, the state, any county, any municipal corporation, or any of the state's units or instrumentalities.

~~q)~~(r) "IRA" means an individual retirement account or individual retirement annuity under Section 408(a), 408(b), or 408A of Title 26 of the United States Code.

~~r)~~(s) "Open Enrollment Period" means the period during which Eligible Employees that previously opted out of the Program shall be given the Employee Information Packet with the disclosure form and Opt-Out Forms, for the employee to enroll in the Program or opt out of the Program.

~~s)~~(t) "Opt-Out Form" means the form through which Eligible Employees may note their decision to opt out of participation in the Program.

~~u)~~ (u) "Participant" means any person who is or was a Participating Employee, Participating Individual, or Beneficiary.

~~v)~~ (v) "Participating Employee" means any person who is an Eligible Employee, is enrolled in the Program, maintains a Program IRA, and is not a Participating Individual.

~~w)~~ (w) "Participating Employer" means an Eligible Employer that registered with the Program to provide its Eligible Employees access to the Program.

~~x)~~ (x) "Participating Individual" means any person who enrolled in the Program independent of an employment relationship with an Eligible Employer, as further defined in Section 10006~~;~~_; maintains a Program IRA~~;~~_; and is not a Participating Employee.

~~y)~~ (y) "Program" means the CalSavers Retirement Savings Program offered by the California Secure Choice Retirement Savings Trust.

~~z)~~ (z) "Tax-Qualified Retirement Plan" means a retirement plan that qualifies for favorable federal income tax treatment under Sections 401(a), 401(k), 403(a), 403(b), 408(k), or 408(p) of Title 26 of the United States Code. An employer-provided payroll deduction IRA program that does not provide for automatic enrollment is not a Tax-Qualified Retirement Plan.

~~aa)~~ (aa) "Tri-Party Employment Relationship" means a relationship in which an Employer enters into a service contract with a third-party entity for services including, but not limited to, payroll, staffing (both temporary and non-temporary), human resources, and Employer compliance with laws and regulations.

Note – Authority Cited: Sections 100010 and 100048, ~~California~~-Government Code.

Reference: Sections 100000, 100012, 100014 and 100032, ~~California~~-Government Code.

Section 10001. Eligible Employers.

- (a) To determine whether an Employer is an Eligible Employer for a calendar year, an Employer's number of employees shall be the average number of employees during the previous calendar year, as reported to the Employment Development Department on Form DE 9C, "Quarterly Contribution Return and Report of Wages (Continuation)," for the quarter ending December 31 and the ~~previous~~preceding three quarters ~~of available data from the reports.~~
- (b) An Employer shall cease to be an Eligible Employer either upon the effective date of its adoption of, or participation in, ~~the proceeding~~a Tax-Qualified Retirement Plan or if its average number of employees drops below five for a calendar year, as determined under the methodology prescribed in subsection (a).
- (c) Each Participating Employer that ceases to be an Eligible Employer shall notify the ~~Program Administrator~~ within 30 days of the Employer's change in status through one of the methods established in Section 10002(e).
- (d) ~~The Program will notify Employers about the Program and its registration deadlines and require Eligible Employers that have not previously registered for the Program to do so on or before the deadlines set forth in Section 10002(a).~~ Exempt Employers may, but

need not, inform the ~~Program Administrator~~ of their exemption from the Program using one of the methods established under Section 10002(e).

(e) ~~For Employers in a Tri-Party Employment Relationships, the Eligible Employer shall be:~~

- (1) For a temporary services Employer or leasing Employer, ~~as defined in California Unemployment Insurance Code Section 606.5(b);~~ the Eligible Employer shall be the temporary services Employer or leasing Employer.
- (2) For a professional employer organization ~~described under~~ defined in Section 7705 of Title 26 of the United States Code, ~~without regard to whether the organization is certified under Section 7705,~~ that enters into a contract with a Client Employer; the Eligible Employer shall be the Client Employer regardless of whether the professional employer organization is certified pursuant to Section 7705.
- (3) For a motion picture payroll services company defined ~~under~~ in California Unemployment Insurance Code Section 679(f)(4); the Eligible Employer shall be the motion picture production company defined under in California Unemployment Insurance Code Section 679(f)(5).

Note – Authority Cited: Sections 100010 and 100048, California Government Code.

Reference: Sections 100000, 100012, 100032 and 100043, California Government Code.

Section 10002. Employer Registration.

(a) ~~Each Eligible Employer shall register with the Program no later than:~~ Registration Deadlines.

- (1) ~~For Eligible Employers employing more than 100 employees,~~ shall register with the Program no later than June 30, 2020.
 - (2) ~~For Eligible Employers employing more than 50 employees,~~ shall register with the Program no later than June 30, 2021.
 - (3) ~~For all other Eligible Employers,~~ employing 50 employees or fewer shall register with the Program no later than June 30, 2022.
- (b) An Employer that becomes an Eligible Employer after July 1, 2019 shall register with the Program not later than the applicable ~~dates~~ date specified in subsection (a) or within 24 months ~~after~~ of the date upon which it becomes the Employer became an Eligible Employer, whichever is later.
- (c) An Employer's number of employees shall be determined under the methodology prescribed in Section 10001(a).
- (d) Exempt Employers are prohibited from participating in the Program.
- (e) An Eligible Employer ~~may~~ shall register with the Program ~~by providing the information required in subsection (f)~~ using the Program's website (employer.calsavers.com), by phone (855-6650-6916), by overnight mail (CalSavers, 95 Wells Avenue, Suite 155, Newton, MA 02459), or by regular mail (CalSavers, P.O. Box 55759, Boston, MA 02205-5759).
- (f) In order to register, an Eligible Employer shall provide the following information to the Administrator through one of the methods listed in subsection (e):
- (1) Employer name, legal name, and "doing business as" name, if applicable;
 - (2) Federal Employer Identification Number and California Employer Payroll Tax Account Number;
 - (3) Employer mailing address; and

- (4) Name, title, phone number, and email address of an individual designated by the Employer as the primary contact for the Program.

Note – Authority Cited: Sections 100010 and 100048, California Government Code.

Reference: Sections 100032 and 100043, California Government Code.

Section 10003. Participating Employer Duties.

- (a) Within 30 days of registration, a Participating Employer shall provide the following information to the Administrator for each Eligible Employee:
 - (1) Eligible Employee's full legal name;
 - (2) Eligible Employee's Social Security Number or Individual Taxpayer Identification Number;
 - (3) Eligible Employee's date of birth;
 - (4) Eligible Employee's mailing address;
 - (5) Eligible Employee's phone number, if available; and
 - (6) Eligible Employee's email address(es), if available.
- (b) For each Eligible Employee hired by a Participating Employer after ~~it has registered~~ registering with the Program, the Participating Employer shall provide the ~~same information included~~ specified in subsection (a) to the Administrator within 30 days of the Eligible Employee's hire date.
- ~~(c) Participating Employers shall ensure the Employee Information Packet is delivered to all Eligible Employees no later than 30 days after complying with subsection (a) or (b). Participating Employers shall satisfy this obligation by providing the Program with contact information for their Eligible Employees. The Program will deliver the packet directly to the Eligible Employees using the provided contact information.~~
- ~~(d)~~ (c) Participating Employers shall remit each Participating Employee's Contribution each payroll period to the Administrator at the applicable Contribution Rate. The Contribution Rate shall be established by the Participating Employee and reported to the Employer by the Administrator through the Program's website (employer.calsavers.com).
 - (1) Participating Employers shall remit all withheld Compensation ~~withheld~~ to the Administrator as soon as administratively ~~possible~~ practicable, not to exceed seven business days from the date of deduction.
- ~~(e)~~ (d) Participating Employers shall not:
 - (1) Require, endorse, encourage, prohibit, restrict, or discourage employee participation in the Program.
 - (2) Provide Participating Employees or Beneficiaries of deceased Participating Employees advice or direction regarding investment choices, Contribution Rates, participation in Automatic Escalation, or any other decision about the Program.
 - (3) Remit any Contributions for any Eligible Employee who opted out of the Program.
 - (4) Exercise any authority, control, or responsibility regarding the Program other than as set forth in this Section.

Note – Authority Cited: Sections 100010 and 100048, California Government Code.

Reference: Sections 100000, 100012, 100014, 100032, 100034, 100043 and 100046, California Government Code.

Section 10004. Employee Enrollment.

(a) The Program shall deliver the Employee Information Packet to each Eligible Employee within 7 days of the Participating Employer completing the actions required under Sections 10003(a) or 10003(b).

~~(a)~~(b) An Eligible Employee shall be enrolled into the Program if they do not opt out within 30 days after the date the Employee Information Packet is delivered. The information prescribed in Section 10003(a) will be used by the Administrator to execute the enrollment.

(1) The Participating Employer shall facilitate Contributions for each Participating Employee no later than the first payroll period following 30 days after notification by the Administrator of the Participating Employee's enrollment.

~~(b)~~(c) An Eligible Employee ~~who does not opt out of the Program~~ is deemed to have read and understood the content in the Employee Information Packet if the Eligible Employee has been furnished a copy of the Employee Information Packet pursuant to Section 10003~~4~~(e) and has been provided an opportunity to opt out of the Program.

~~(c)~~(d) An Eligible Employee may opt out of the Program at any time. Eligible Employees may opt out either electronically (saver.calsavers.com), by phone (855-650-6918), or by completing the Opt-Out Form and submitting the form by overnight mail (CalSavers, 95 Wells Avenue, Suite 155, Newton, MA 02459) or by regular mail (CalSavers, P.O. Box 55759, Boston, MA, 02205-5759).

(1) To opt out by overnight mail or regular mail, Eligible Employees must provide the last four digits of their Social Security Number or Individual Tax Identification Number, date of birth, ZIP Code, and sign the form.

(2) To opt out electronically or by phone, Eligible Employees must provide the last four digits of their Social Security Number or Individual Tax Identification Number, date of birth, and ZIP Code.

~~(d)~~(e) Eligible Employees who opt out of the Program may enroll at any time through one of the methods established in subsection (ed), by providing the information ~~pursuant to specified in~~ Section 10003(a) to the Administrator.

(1) The Participating Employer shall facilitate Contributions for such Participating Employees no later than the first payroll period following 30 days after notification by the Administrator of the Participating Employee's enrollment.

~~(e)~~(f) If the Administrator is unable to enroll an Eligible Employee for any reason, the Administrator shall notify the Participating Employer ~~with instructions not to remit Contributions for the Eligible Employee~~ within 15 days after the Administrator's attempt to enroll the Eligible Employee. ~~The~~Within the notice, the Administrator ~~shall also notify the Eligible Employee about the inability to enroll by regular mail or, if the Administrator has the Eligible Employee's email address, by email within 15 days of the Administrator's attempt to enroll the Eligible Employee, will provide instructions to the Participating Employer not to remit Contributions for the Eligible Employee.~~

~~(f)~~(g) ~~The Program shall deliver the Employee Information Packet prior to the start of the Open Enrollment Period to all~~For Eligible Employees who opted out of the Program ~~at least more than one year prior to the most recent Open Enrollment Period, through the procedures identified in Section 10003(c), the Program shall deliver the Employee Information Packet at least 30 days prior to the conclusion of the Open Enrollment Period.~~

(1) The Open Enrollment Period shall begin on November 1 and conclude on November 30.

(2) ~~Such~~ Eligible Employees shall be enrolled in the Program if they do not opt out

~~using one of the methods described in subsection (c) by~~ on or before November 30.

- (3) The Open Enrollment Period shall be held once every two years ~~for each Participating Employer~~. The first Open Enrollment Period will begin the second November after a Participating Employer registers ~~for~~ with the Program.

Note – Authority Cited: Sections 100010 and 100048, California Government Code.

Reference: Sections 100000, 100012, 100014, 100032, 100043 and 100046, California Government Code.

Section 10005. Default Program Options and Alternative Elections for Contributions, Automatic Escalation, and Investment Options for Participants.

- (a) Upon enrollment, a Participating Employee who has not made an alternative election as specified in this Section shall make Contributions to the Program according to the following default elections:
- (1) At a Contribution Rate of 5%.
 - (2) Have Contributions subject to Automatic Escalation whereby the Contribution Rate shall increase by an additional 1% of Compensation on each January 1 following the Participating Employee's enrollment, up to a maximum Contribution Rate of 8%.
 - (A) Participating Employees who choose an alternative Contribution Rate shall have Contributions subject to Automatic Escalation unless they choose to opt out of Automatic Escalation by notifying the Program Administrator using one of the methods identified in Section 10004(~~ed~~).
 - (B) A Participating Employee who has not participated in the Program for at least six calendar months during a calendar year shall not have Contributions subject to Automatic Escalation until the January 1 that follows the next calendar year in which the Participating Employee has at least six calendar months of participation.
 1. The Administrator shall notify the Participating Employee of the Automatic Escalation increase at least 60 days before January 1 to provide the Participating Employee an opportunity to ~~modify their Contribution Rate if they do not wish the~~ opt out of Automatic Escalation ~~provision to apply~~.
 - (3) Have Contributions made to a Roth IRA, ~~which the~~ The Program will establish the IRA on behalf of Participating Employees that have not established an IRA for themselves ~~through the Program's website by providing~~ utilizing the information required by Section 100043(~~ea~~).
 - (4) The first \$1,000 in Contributions shall be invested in a capital preservation investment. All subsequent contributions shall be invested in a Target Date Fund based on the Participating Employee's age as reported on the Program's records and an assumed retirement at age 65. The applicable Target Date Fund shall be determined as described in the following table:

<u>Date of Birth</u>	<u>Target Retirement Years</u>	<u>CalSavers Fund Name</u>
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12/31/1947 or Earlier	2012	or	earlier	CalSavers Target Retirement Fund
1/1/1948 - 12/31/1952	2013	-	2017	CalSavers Target Retirement 2015 Fund
1/1/1953 - 12/31/1957	2018	-	2022	CalSavers Target Retirement 2020 Fund
1/1/1958 - 12/31/1962	2023	-	2027	CalSavers Target Retirement 2025 Fund
1/1/1963 - 12/31/1967	2028	-	2032	CalSavers Target Retirement 2030 Fund
1/1/1968 - 12/31/1972	2033	-	2037	CalSavers Target Retirement 2035 Fund
1/1/1973 - 12/31/1977	2038	-	2042	CalSavers Target Retirement 2040 Fund
1/1/1978 - 12/31/1982	2043	-	2047	CalSavers Target Retirement 2045 Fund
1/1/1983 - 12/31/1987	2048	-	2052	CalSavers Target Retirement 2050 Fund
1/1/1988 - 12/31/1992	2053	-	2057	CalSavers Target Retirement 2055 Fund
1/1/1993 - 12/31/1997	2058	-	2062	CalSavers Target Retirement 2060 Fund
1/1/1998 - 12/31/2002	2063	-	2067	CalSavers Target Retirement 2065 Fund
1/1/2003 or Later	2068	or	later	[Funds to be added later - not a valid Participant age]

(b) Participants may make an alternative election at any time through one of the methods established under Section 10004(ed).

- (1) A Participating Employee may elect a Contribution Rate other than the default Contribution Rate at any integer between 0% and 100% of Compensation.
- (2) A Participating Employee may opt out of Automatic Escalation or elect an alternative Automatic Escalation percentage at any time by notifying the Administrator using one of the methods established in Section 10004(ed).
- (3) A Participant may elect to make recurring non-payroll Contributions of at least \$10 each to their Account. Such recurring non-payroll Contributions must be made at least as frequently as quarterly and contributed ~~electronically~~ electronically through Electronic Fund Transfer.
- (4) A Participating Employee or Participating Individual may also elect to make non-

recurring non-payroll Contributions. Such Contributions may be made ~~electronically~~ through Electronic Fund Transfer or by personal check and must be a minimum of \$50 each.

- (5) A Participant may elect one or more investment options ~~other than the default investment option~~ for any portion of their existing balance or future contributions. Participants may make this alternative election by notifying the Administrator using one of the methods established in Section 10004(~~ed~~) ~~that the Participant wishes to invest future contributions or change investment elections for any portion of their existing balance in their Account directly in another investment alternative or alternatives offered by the Program.~~

- (6) Alternative contribution elections (including Contribution Rates, Automatic Escalation and opt out elections) shall be implemented as ~~quickly~~ soon as administratively practicable but ~~in any event~~ no later than the first payroll period following 30 days after notification by the Administrator of the alternative election.

(c) Other Contribution and Investment Election Rules

- (1) Participating Employers are prohibited from contributing to a Participating Employee's Account.
- (2) An individual who is both a Participating Employer and a Participating Employee may make Contributions to their own Account under the same terms and conditions as other Participating Employees.
- (3) Amounts withheld by the Participating Employer shall not exceed the amount of the Participating Employee's Compensation remaining after any payroll deductions required by law to have higher precedence, including a court order.
- (4) A Participant may elect, using one of the methods established in Section 10004(~~ed~~), to make all or some of their Contributions to a Traditional IRA. This option is not yet available. After complying with the Administrative Procedure Act Chapter 3.5, the Administrator shall post notice of the option on the Program's website (saver.calsavers.com).

Note – Authority Cited: Sections 100010 and 100048, ~~California~~ Government Code.

Reference: Sections 100002, 100004, 100008, 100012, 100032 and 100043, Government Code.

Section 10006. Individual Participation.

- (a) An individual who is at least eighteen years of age, and who is not an Eligible Employee may elect to participate in the Program as a Participating Individual outside of an employment relationship with an Eligible Employer. This option ~~may not yet~~ shall be available. ~~After complying with the Administrative Procedure Act Chapter 3.5, the Administrator shall post notice of the option on the Program's website (calsavers.com),~~ on December 31, 2019. An individual may enroll in the Program through any of the methods established in Section 10004(d) by providing the information required in Section 10003(a).
- (b) Any recurring Contribution by a Participating Individual must be made at least as frequently as quarterly, must be made ~~electronically~~ through Electronic Fund Transfer, and must be at least \$10.
- (c) Participating Individuals may make non-recurring Contributions ~~electronically~~ through Electronic Fund Transfer or by personal check, in an amount of at least \$50.

- (d) Businesses that use the services of Participating Individuals have not elected to participate in the Program merely because they, at the request of Participating Individuals, choose to facilitate remittance to the Administrator for deposit into a ~~Participant's~~Participating Individual's Account all or a portion of the money owed to such Participating Individuals. Exempt Employers that choose to facilitate deposits to a ~~Participant's~~Participating Individual's Account shall take all steps necessary to ensure their payroll deduction IRA programs ~~shall~~is not be an employee benefit plan regulated under Title 1 of the Employee Retirement Income Security Act (ERISA).

Note – Authority Cited: Sections 100010 and 100048, ~~California~~ Government Code.

Reference: Sections 100002 and 100012, ~~California~~ Government Code.

Section 10007. Contributions and Distributions.

- (a) It shall be the responsibility of the Participant to determine whether they are eligible to make Contributions to a Roth IRA or Traditional IRA (when available) and whether the amount of their Contributions to a Roth IRA or Traditional IRA (when available) complies with the limits established under Title 26 of the United States Code.
- (b) A Participant may choose to rollover or transfer funds into their Account. This option is not yet available. After complying with the Administrative Procedure Act Chapter 3.5, the Administrator shall post notice of the option on the Program's website (saver.calsavers.com).

Note – Authority Cited: Sections 100010 and 100048, ~~California~~ Government Code.

Reference: Sections 100002, 100008 and 100012, ~~California~~ Government Code.

Internal Revenue Service, Treasury

§ 1.415(c)-2

this section, annual additions with respect to a loan repayment described in paragraph (f)(2)(i) of this section are determined as the fair market value of shares released from the suspense account on account of the repayment and allocated to participants for the limitation year if that amount is less than the amount determined in accordance with paragraph (f)(2)(i) of this section.

(3) *Exclusions from annual additions for certain employee stock ownership plans that allocate to a broad range of participants*—(i) *General rule.* Pursuant to section 415(c)(6), in the case of an employee stock ownership plan (as described in section 4975(e)(7)) that meets the requirements of paragraph (f)(3)(ii) of this section for a limitation year, the limitations imposed by this section do not apply to—

(A) Forfeitures of employer securities (within the meaning of section 409(1)) under such an employee stock ownership plan if such securities were acquired with the proceeds of a loan (as described in section 404(a)(9)(A)); or

(B) Employer contributions to such an employee stock ownership plan which are deductible under section 404(a)(9)(B) and charged against the participant's account.

(ii) *Employee stock ownership plans to which the special exclusion applies.* An employee stock ownership plan meets the requirements of this paragraph (f)(3)(ii) for a limitation year if no more than one-third of the employer contributions for the limitation year that are deductible under section 404(a)(9) are allocated to highly compensated employees (within the meaning of section 414(q)).

(4) *Gratuitous transfers under section 664(g)(1).* The amount of any qualified gratuitous transfer (as defined in section 664(g)(1)) allocated to a participant for any limitation year is not taken into account in determining whether any other annual addition exceeds the limitations imposed by this section, but only if the amount of the qualified gratuitous transfer does not exceed the limitations imposed by section 415.

[T.D. 9319, 72 FR 16911, Apr. 5, 2007]

§ 1.415(c)-2 Compensation.

(a) *General definition.* Except as otherwise provided in this section, *compensation from the employer within the meaning of section 415(c)(3), which is used for purposes of section 415 and regulations promulgated under section 415,* means all items of remuneration described in paragraph (b) of this section, but excludes the items of remuneration described in paragraph (c) of this section. Paragraph (d) of this section provides safe harbor definitions of compensation that are permitted to be provided in a plan in lieu of the generally applicable definition of compensation. Paragraph (e) of this section provides timing rules relating to compensation. Paragraph (f) of this section provides rules regarding the application of the rules of section 401(a)(17) to the definition of compensation for purposes of section 415. Paragraph (g) of this section provides special rules relating to the determination of compensation, including rules for determining compensation for a section 403(b) annuity contract, rules for determining the compensation of employees of controlled groups or affiliated service groups, rules for disabled employees, rules relating to foreign compensation, rules regarding deemed section 125 compensation, rules for employees in qualified military service, and rules relating to back pay.

(b) *Items includible as compensation.* For purposes of applying the limitations of section 415, except as otherwise provided in this section, the term *compensation* means remuneration for services of the following types—

(1) The employee's wages, salaries, fees for professional services, and other amounts received (without regard to whether or not an amount is paid in cash) for personal services actually rendered in the course of employment with the employer maintaining the plan, to the extent that the amounts are includible in gross income (or to the extent amounts would have been received and includible in gross income but for an election under section 125(a), 132(f)(4), 402(e)(3), 402(h)(1)(B), 402(k), or 457(b)). These amounts include, but are not limited to, commissions paid to salespersons, compensation for services on the basis of a percentage of profits, commissions on insurance premiums,

tips, bonuses, fringe benefits, and reimbursements or other expense allowances under a nonaccountable plan as described in § 1.62-2(c).

(2) In the case of an employee who is an employee within the meaning of section 401(c)(1) and regulations promulgated under section 401(c)(1), the employee's earned income (as described in section 401(c)(2) and regulations promulgated under section 401(c)(2)), plus amounts deferred at the election of the employee that would be includible in gross income but for the rules of section 402(e)(3), 402(h)(1)(B), 402(k), or 457(b).

(3) Amounts described in section 104(a)(3), 105(a), or 105(h), but only to the extent that these amounts are includible in the gross income of the employee.

(4) Amounts paid or reimbursed by the employer for moving expenses incurred by an employee, but only to the extent that at the time of the payment it is reasonable to believe that these amounts are not deductible by the employee under section 217.

(5) The value of a nonstatutory option (which is an option other than a statutory option as defined in § 1.421-1(b)) granted to an employee by the employer, but only to the extent that the value of the option is includible in the gross income of the employee for the taxable year in which granted.

(6) The amount includible in the gross income of an employee upon making the election described in section 83(b).

(7) Amounts that are includible in the gross income of an employee under the rules of section 409A or section 457(f)(1)(A) or because the amounts are constructively received by the employee.

(c) *Items not includible as compensation.* The term *compensation* does not include—

(1) Contributions (other than elective contributions described in section 402(e)(3), section 408(k)(6), section 408(p)(2)(A)(i), or section 457(b)) made by the employer to a plan of deferred compensation (including a simplified employee pension described in section 408(k) or a simple retirement account described in section 408(p), and whether or not qualified) to the extent that the

contributions are not includible in the gross income of the employee for the taxable year in which contributed. In addition, any distributions from a plan of deferred compensation (whether or not qualified) are not considered as compensation for section 415 purposes, regardless of whether such amounts are includible in the gross income of the employee when distributed. However, if the plan so provides, any amounts received by an employee pursuant to a nonqualified unfunded deferred compensation plan are permitted to be considered as compensation for section 415 purposes in the year the amounts are actually received, but only to the extent such amounts are includible in the employee's gross income.

(2) Amounts realized from the exercise of a nonstatutory option (which is an option other than a statutory option as defined in § 1.421-1(b)), or when restricted stock or other property held by an employee either becomes freely transferable or is no longer subject to a substantial risk of forfeiture (see section 83 and regulations promulgated under section 83).

(3) Amounts realized from the sale, exchange, or other disposition of stock acquired under a statutory stock option (as defined in § 1.421-1(b)).

(4) Other amounts that receive special tax benefits, such as premiums for group-term life insurance (but only to the extent that the premiums are not includible in the gross income of the employee and are not salary reduction amounts that are described in section 125).

(5) Other items of remuneration that are similar to any of the items listed in paragraphs (c)(1) through (c)(4) of this section.

(d) *Safe harbor rules with respect to plan's definition of compensation.*—(1) *In general.* Paragraphs (d)(2) through (4) of this section contain safe harbor definitions of compensation that are automatically considered to satisfy section 415(c)(3) if specified in the plan. The Commissioner may, in revenue rulings, notices, and other guidance of general applicability published in the Internal Revenue Bulletin (see § 601.601(d)(2) of this chapter), provide additional definitions of compensation that are treated as satisfying section 415(c)(3).

(2) *Simplified compensation.* The safe harbor definition of compensation under this paragraph (d)(2) includes only those items specified in paragraph (b)(1) or (2) of this section and excludes all those items listed in paragraph (c) of this section.

(3) *Section 3401(a) wages.* The safe harbor definition of compensation under this paragraph (d)(3) includes wages within the meaning of section 3401(a) (for purposes of income tax withholding at the source), plus amounts that would be included in wages but for an election under section 125(a), 132(f)(4), 402(e)(3), 402(h)(1)(B), 402(k), or 457(b). However, any rules that limit the remuneration included in wages based on the nature or location of the employment or the services performed (such as the exception for agricultural labor in section 3401(a)(2)) are disregarded for this purpose.

(4) *Information required to be reported under sections 6041, 6051 and 6052.* The safe harbor definition of compensation under this paragraph (d)(4) includes amounts that are compensation under the safe harbor definition of paragraph (d)(3) of this section, plus all other payments of compensation to an employee by his employer (in the course of the employer's trade or business) for which the employer is required to furnish the employee a written statement under sections 6041(d), 6051(a)(3), and 6052. See §§ 1.6041-1(a), 1.6041-2(a)(1), 1.6052-1, and 1.6052-2, and also see § 31.6051-1(a)(1)(i)(C) of this chapter. This safe harbor definition of compensation may be modified to exclude amounts paid or reimbursed by the employer for moving expenses incurred by an employee, but only to the extent that, at the time of the payment, it is reasonable to believe that these amounts are deductible by the employee under section 217.

(e) *Timing rules.*—(1) *In general.*—(i) *Payment during the limitation year.* Except as otherwise provided in this paragraph (e), in order to be taken into account for a limitation year, compensation within the meaning of section 415(c)(3) must be actually paid or made available to an employee (or, if earlier, includible in the gross income of the employee) within the limitation year. For this purpose, compensation is treated as paid on a date if it is actu-

ally paid on that date or it would have been paid on that date but for an election under section 125, 132(f)(4), 401(k), 403(b), 408(k), 408(p)(2)(A)(i), or 457(b).

(ii) *Payment prior to severance from employment.* Except as otherwise provided in this paragraph (e), in order to be taken into account for a limitation year, compensation within the meaning of section 415(c)(3) must be paid or treated as paid to the employee (in accordance with the rules of paragraph (e)(1)(i) of this section) prior to the employee's severance from employment with the employer maintaining the plan. See § 1.415(a)-1(f)(5) for the definition of severance from employment.

(2) *Certain minor timing differences.* Notwithstanding the provisions of paragraph (e)(1)(i) of this section, a plan may provide that compensation for a limitation year includes amounts earned during that limitation year but not paid during that limitation year solely because of the timing of pay periods and pay dates if—

(i) These amounts are paid during the first few weeks of the next limitation year;

(ii) The amounts are included on a uniform and consistent basis with respect to all similarly situated employees; and

(iii) No compensation is included in more than one limitation year.

(3) *Compensation paid after severance from employment.*—(i) *In general.* Any compensation described in paragraph (e)(3)(ii) of this section does not fail to be compensation (within the meaning of section 415(c)(3)) pursuant to the rule of paragraph (e)(1)(ii) of this section merely because it is paid after the employee's severance from employment with the employer maintaining the plan, provided the compensation is paid by the later of 2½ months after severance from employment with the employer maintaining the plan or the end of the limitation year that includes the date of severance from employment with the employer maintaining the plan. In addition, the plan may provide that amounts described in paragraph (e)(3)(iii) of this section are included in compensation (within the meaning of section 415(c)(3)) if—

(A) Those amounts are paid by the later of 2½ months after severance

§ 1.415(c)-2

26 CFR Ch. I (4-1-11 Edition)

from employment with the employer maintaining the plan or the end of the limitation year that includes the date of severance from employment with the employer maintaining the plan; and

(B) Those amounts would have been included in the definition of compensation if they were paid prior to the employee's severance from employment with the employer maintaining the plan.

(ii) *Regular pay after severance from employment.* An amount is described in this paragraph (e)(3)(ii) if—

(A) The payment is regular compensation for services during the employee's regular working hours, or compensation for services outside the employee's regular working hours (such as overtime or shift differential), commissions, bonuses, or other similar payments; and

(B) The payment would have been paid to the employee prior to a severance from employment if the employee had continued in employment with the employer.

(iii) *Leave cashouts and deferred compensation.* An amount is described in this paragraph (e)(3)(iii) if the amount is either—

(A) Payment for unused accrued bona fide sick, vacation, or other leave, but only if the employee would have been able to use the leave if employment had continued; or

(B) Received by an employee pursuant to a nonqualified unfunded deferred compensation plan, but only if the payment would have been paid to the employee at the same time if the employee had continued in employment with the employer and only to the extent that the payment is includible in the employee's gross income.

(iv) *Other post-severance payments.* Any payment that is not described in paragraph (e)(3)(ii) or (iii) of this section is not considered compensation under paragraph (e)(3)(i) of this section if paid after severance from employment with the employer maintaining the plan, even if it is paid within the time period described in paragraph (e)(3)(i) of this section. Thus, compensation does not include severance pay, or parachute payments within the meaning of section 280G(b)(2), if they

are paid after severance from employment with the employer maintaining the plan, and does not include post-severance payments under a nonqualified unfunded deferred compensation plan unless the payments would have been paid at that time without regard to the severance from employment.

(4) *Salary continuation payments for military service and disabled participants.* The rule of paragraph (e)(1)(ii) of this section does not apply to payments to an individual who does not currently perform services for the employer by reason of qualified military service (as that term is used in section 414(u)(1)) to the extent those payments do not exceed the amounts the individual would have received if the individual had continued to perform services for the employer rather than entering qualified military service, but only if the plan so provides. In addition, the rule of paragraph (e)(1)(ii) of this section does not apply to compensation paid to a participant who is permanently and totally disabled (as defined in section 22(e)(3)) if the conditions set forth in paragraph (g)(4)(ii)(A) of this section are satisfied (applied by substituting a continuation of compensation for the continuation of contributions), but only if the plan so provides.

(5) *Special rule for governmental plans.* For purposes of applying the rules of paragraph (e)(3) of this section, a governmental plan (as defined in section 414(d)) may provide for the substitution of the calendar year in which the severance from employment with the employer maintaining the plan occurs for the limitation year in which the severance from employment with the employer maintaining the plan occurs.

(6) *Examples.* The provisions of this paragraph (e) are illustrated by the following examples:

Example 1. (1) *Facts.* Participant A was a common law employee of Employer X, performing services as a script writer for Employer X from January 1, 2005 to December 31, 2005. Pursuant to a collective bargaining agreement, Employer X, Employer Y and Employer Z maintain and contribute to Plan T, a multiemployer plan (as defined in section 414(f)) in which Participant A participates. Under the collective bargaining agreement, Participant A is entitled to residual payments whenever television shows that

Participant A wrote are re-used commercially (These residual payments constitute compensation described in paragraph (b) of this section and do not constitute compensation described in paragraph (c) of this section.). In the year 2008, Participant A receives residual payments from Employer X for television programs using the scripts that Participant A wrote in the year 2005 that were rebroadcast in the year 2008. In the years 2006, 2007, and 2008, Participant A was a common law employee of Employer Y, and did not perform any services for Employer X.

(ii) *Conclusion.* The residual payments received from Employer X by Participant A in the year 2008 are compensation for purposes of section 415(c)(3). The payments are not treated as made after severance from employment because Plan T is a multiemployer plan (as defined in section 414(f)) and Participant A continues to be employed by an employer maintaining Plan T.

Example 2. (i) Facts. The facts are the same as in *Example 1*, except that Participant A: ceased employment with Employer Y in the year 2006; subsequently moved away from the area in which A formerly worked; performs no services as an employee for any employer; and commenced receiving distributions under Plan T in March, 2006.

(ii) *Conclusion.* Based on the facts and circumstances, A has ceased employment with any employer maintaining Plan T. Pursuant to paragraph (e)(1)(ii) of this section, compensation must be paid prior to an employee's severance from employment with the employer maintaining the plan. Accordingly, the residual payments received by Participant A in the year 2008 are not compensation for purposes of section 415(c)(3).

(f) *Interaction with section 401(a)(17).* Because a plan may not base allocations (in the case of a defined contribution plan) or benefits (in the case of a defined benefit plan) on compensation in excess of the limitation under section 401(a)(17), a plan's definition of compensation for a year that is used for purposes of applying the limitations of section 415 is not permitted to reflect compensation for a year that is in excess of the limitation under section 401(a)(17) that applies to that year. See §§ 1.401(a)(17)-1(a)(3)(i) and 1.401(a)(17)-1(b)(3)(ii) for rules regarding the effective date of increases in the section 401(a)(17) compensation limitation for a plan year and for a 12-month period other than the plan year.

(g) *Special rules—(1) Compensation for section 403(b) annuity contract.* In the case of an annuity contract described in section 403(b), the term *participant's*

compensation means the participant's includible compensation determined under section 403(b)(3). Accordingly, the rules for determining a participant's compensation pursuant to section 415(c)(3) (other than section 415(c)(3)(E)) and this section do not apply to a section 403(b) annuity contract.

(2) *Employees of controlled groups of corporations, etc.* In the case of an employee of two or more corporations which are members of a controlled group of corporations (as defined in section 414(b) as modified by section 415(h)), the term *compensation* for such employee includes compensation from all employers that are members of the group, regardless of whether the employee's particular employer has a qualified plan. This special rule is also applicable to an employee of two or more trades or businesses (whether or not incorporated) that are under common control (as defined in section 414(c) as modified by section 415(h)), to an employee of two or more members of an affiliated service group as defined in section 414(m), and to an employee of two or more members of any group of employers who must be aggregated and treated as one employer pursuant to section 414(o).

(3) *Aggregation of section 403(b) annuity with qualified plan of controlled employer.* If a section 403(b) annuity contract is aggregated with a qualified plan of a controlled employer in accordance with § 1.415(f)-1(f)(2), then, in applying the limitations of section 415(c) in connection with the aggregation of the section 403(b) annuity with a qualified plan, the total compensation from both employers is permitted to be taken into account.

(4) *Permanent and total disability of defined contribution plan participant—(i) In general.* Pursuant to section 415(c)(3)(C), if the conditions set forth in paragraph (g)(4)(ii) of this section are satisfied, then, in the case of a participant in any defined contribution plan who is permanently and totally disabled (as defined in section 22(e)(3)), the *participant's compensation* means the compensation the participant would have received for the year if the participant was paid at the rate of compensation paid immediately before

becoming permanently and totally disabled, if such compensation is greater than the participant's compensation determined without regard to this paragraph (g)(4).

(ii) *Conditions for deemed disability compensation.* The rule of paragraph (g)(4)(i) of this section applies only if the following conditions are satisfied—

(A) Either the participant is not a highly compensated employee (as defined in section 414(q)) immediately before becoming disabled, or the plan provides for the continuation of contributions on behalf of all participants who are permanently and totally disabled for a fixed or determinable period;

(B) The plan provides that the rule of this paragraph (g)(4) (treating certain amounts as compensation for a disabled participant) applies with respect to the participant; and

(C) Contributions made with respect to amounts treated as compensation under this paragraph (g)(4) are non-forfeitable when made.

(5) *Foreign compensation, etc.*—(i) *In general.* Amounts paid to an individual as compensation for services do not fail to be treated as compensation under paragraphs (b)(1) and (2) of this section (and are not excluded from the definition of compensation pursuant to paragraph (c)(4) of this section) merely because those amounts are not includible in the individual's gross income on account of the location of the services. Similarly, compensation for services do not fail to be treated as compensation under paragraphs (b)(1) and (2) of this section (and are not excluded from the definition of compensation pursuant to paragraph (c)(4) of this section) merely because those amounts are paid by an employer with respect to which all compensation paid to the participant by such employer is excluded from gross income. Thus, for example, the determination of whether an amount is treated as compensation under paragraph (b)(1) or (2) of this section is made without regard to the exclusions from gross income under sections 872, 893, 894, 911, 931, and 933.

(ii) *Exclusion of non-participant compensation by the plan.* With respect to a nonresident alien who is not a participant in a plan, the plan may provide

that the compensation described in paragraph (g)(5)(i) of this section is not treated as compensation for purposes of paragraphs (b)(1) and (b)(2) of this section to the extent the compensation is excludable from gross income and is not effectively connected with the conduct of a trade or business within the United States, but only if the plan applies this rule uniformly to all such employees. For purposes of this paragraph (g)(5)(ii), nonresident alien has the same meaning as in section 7701(b)(1)(B).

(6) *Deemed section 125 compensation.*—(i) *General rule.* A plan is permitted to provide that deemed section 125 compensation (as defined in paragraph (g)(6)(ii) of this section) is compensation within the meaning of section 415(c)(3), but only if the plan applies this rule uniformly to all employees with respect to whom amounts subject to section 125 are included in compensation.

(ii) *Definition of deemed section 125 compensation.* Deemed section 125 compensation is an amount that is excludable from the income of the participant under section 106 that is not available to the participant in cash in lieu of group health coverage under a section 125 arrangement solely because that participant is not able to certify that the participant has other health coverage. Under this definition, amounts are deemed section 125 compensation only if the employer does not otherwise request or collect information regarding the participant's other health coverage as part of the enrollment process for the health plan.

(7) *Employees in qualified military service.* See section 414(u)(7) for special rules regarding compensation of employees who are in qualified military service within the meaning of section 414(u)(5).

(8) *Back pay.* Payments awarded by an administrative agency or court or pursuant to a bona fide agreement by an employer to compensate an employee for lost wages are compensation within the meaning of section 415(c)(3) for the limitation year to which the back pay relates, but only to the extent such payments represent wages

and compensation that would otherwise be included in compensation under this section.

[T.D. 9319, 72 FR 16916, Apr. 5, 2007]

§ 1.415(d)-1 Cost-of-living adjustments.

(a) *Defined benefit plans*—(1) *Dollar limitation*—(i) *Determination of adjusted limit.* Under section 415(d)(1)(A), the dollar limitation described in section 415(b)(1)(A) applicable to defined benefit plans is adjusted annually to take into account increases in the cost of living. The adjustment of the dollar limitation is made by multiplying the adjustment factor for the year, as described in paragraph (a)(1)(ii)(A) of this section, by \$160,000, and rounding the result in accordance with paragraph (a)(1)(iii) of this section. The adjusted dollar limitation is prescribed by the Commissioner and published in the Internal Revenue Bulletin. See § 601.601(d)(2) of this chapter.

(ii) *Determination of adjustment factor*—(A) *Adjustment factor.* The adjustment factor for a calendar year is equal to a fraction, the numerator of which is the value of the applicable index for the calendar quarter ending September 30 of the preceding calendar year, and the denominator of which is the value of such index for the base period. The applicable index is determined consistent with the procedures used to adjust benefit amounts under section 215(i)(2)(A) of the Social Security Act, Public Law 92-336 (86 Stat. 406), as amended. If, however, the value of that fraction is less than one for a calendar year, then the adjustment factor for the calendar year is equal to one.

(B) *Base period.* For the purpose of adjusting the dollar limitation pursuant to paragraph (a)(1)(ii)(A) of this section, the base period is the calendar quarter beginning July 1, 2001.

(iii) *Rounding.* Any increase in the \$160,000 amount specified in section 415(b)(1)(A) which is not a multiple of \$5,000 is rounded to the next lowest multiple of \$5,000.

(2) *Average compensation for high-3 years of service limitation*—(i) *Determination of adjusted limit.* Under section 415(d)(1)(B), with regard to participants who have had a severance from employment with the employer maintaining the plan, the compensation limitation

described in section 415(b)(1)(B) is permitted to be adjusted annually to take into account increases in the cost of living. For any limitation year beginning after the severance occurs, the adjustment of the compensation limitation is made by multiplying the annual adjustment factor (as defined in paragraph (a)(2)(ii) of this section) by the compensation limitation applicable to the participant in the prior limitation year. The annual adjustment factor is prescribed by the Commissioner and published in the Internal Revenue Bulletin. See § 601.601(d)(2) of this chapter.

(ii) *Annual adjustment factor.* The annual adjustment factor for a calendar year is equal to a fraction, the numerator of which is the value of the applicable index for the calendar quarter ending September 30 of the preceding calendar year, and the denominator of which is the value of such index for the calendar quarter ending September 30 of the calendar year prior to that preceding calendar year. The applicable index is determined consistent with the procedures used to adjust benefit amounts under section 215(i)(2)(A) of the Social Security Act. If the value of the fraction described in the first sentence of this paragraph (a)(2)(ii) is less than one for a calendar year, then the adjustment factor for the calendar year is equal to one. In such a case, the annual adjustment factor for future calendar years will be determined in accordance with revenue rulings, notices, or other published guidance prescribed by the Commissioner and published in the Internal Revenue Bulletin. See § 601.601(d)(2) of this chapter.

(iii) *Special rule for rehired employees.* If, after having a severance from employment with the employer maintaining the plan, an employee is rehired by the employer maintaining the plan, the employee's compensation limit under section 415(b)(1)(B) is the greater of—

(A) 100 percent of the participant's average compensation for the period of the participant's high-3 years of service, as determined prior to the employee's severance from employment with the employer maintaining the plan, as adjusted pursuant to paragraph (a)(2)(i) of this section (if the plan so provides); or