

2025 ANNUAL RETIREMENT BENEFITS GUIDE



Cassopolis Public Schools

MRIC | Michigan Retirement
Investment Consortium

 **Financial
Wellness**

 **OMNI & TSACG**
Compliance Services

The information provided by this Guide is intended to explain the benefits and provisions of the retirement savings plan maintained by your employer only. It is not intended to describe or cover any state sponsored retirement plans or other benefits available to you through your employer.

TABLE OF CONTENTS

TOC

2	Welcome to MRIC
3	Introduction
4	Eligibility & Enrollment
5	403(b) & 457(b) Accounts
7	Investment Products
8	Investment Fees
9	Enrollment Details
10	MRIC Authorized Providers
11	Corebridge Financial Services
12	GLP & Associates
13	Lincoln Investment
14	MEA Financial Services
15	Midwest Capitol Services
16	PlanMember Services
17	Distribution Transactions
20	Transaction Procedures
22	MAC Limits
23	Frequently Asked Questions
24	State Retirement Information





Let MRIC's team of professionals assist in planning an investment strategy to help secure your retirement future.

MRIC is a group of public school districts and community colleges across Michigan whose purpose is to provide employees with the opportunity to save for their retirement and ensure their financial independence through a supplemental savings plan.

Our goal is to create the optimal retirement plan experience for all of our participants.




Retirement plans can vary significantly for each individual. In order to help you get ready for your retirement goals, your employer has established a voluntary 403(b) and 457(b) plan that allows all eligible employees to participate through payroll reductions. These contributions are calculated and deducted before taxes (or after tax if ROTH) and sent to the investment provider of your choice on your behalf. All you have to do to participate is complete a Salary Reduction Agreement for your employer and all enrollment documents with the investment provider company to open your account with them directly.

Your employer has contracted with U.S. OMNI & TSACG Compliance Services to be the Administrator of these voluntary retirement plans, and we provide several additional online services for your convenience including the following:

- **Employer Specific Web pages** - U.S. OMNI & TSACG Compliance Services provides employer specific web pages on <https://www.tsacg.com> that list the authorized investment providers in the Plan(s) as well as other information pertinent to your employer.
- **Financial Wellness Center** - Explore articles and videos on retirement as well as utilize budgeting calculators to see how much you might need when you retire and so much more.
- **Online Distribution System** – Use this system to obtain approval for allowable transactions. Approval certificates are provided for combination with your investment provider's forms for submission to their offices.

This book contains valuable information on your employer's available plans as well as other important information to help you make the most out of your participation. Once you have read through this information, please keep this guide for reference throughout the year.



Please visit U.S. OMNI & TSACG Compliance Services' website to view online video presentations about the different types of retirement plans and the benefits of participation. You will also find (if applicable) salary reduction forms needed for beginning, stopping, or changing a contribution amount on your employer specific page.

<https://www.tsacg.com>

Are you eligible to participate?

Most employees are eligible to participate in the 403(b) and/or 457(b) plan(s) immediately upon employment; however, private contractors, appointed/elected trustees and/or school board members are not eligible to participate in the 403(b) plan(s). Verify if your employer allows student workers to participate in the 403(b) plan. Eligible employees may make voluntary elective deferrals to both the 403(b) and 457(b) plans and are fully vested in their contributions and earnings at all times.

Are you ready to take action?

Once you are ready to participate in your employer's 403(b) and/or 457(b) plan(s), you should research the authorized Investment Provider(s) and Product(s) available to you. Choose an investment product(s) that is suitable to help you meet your retirement goals and contact an Investment Provider Representative (if applicable) to open an account. You may only choose from Providers that are authorized under your employer's plan. A current list of your authorized Investment Providers is located at:

<https://www.tsacg.com/individual/plan-sponsor>.

How do you enroll?

After establishing your retirement account, you must complete a Salary Reduction Agreement (SRA) form for your 403(b) account, and/or a Deferred Compensation enrollment form for your 457(b) account. These forms authorize your employer to withhold contributions from your pay and send the funds to your selected Investment Provider on your behalf.

The SRA and/or Deferred Compensation enrollment form is necessary to begin or modify contributions, change allocations between Investment Providers, change the total amount of contributions, or end payroll contributions. These forms are available for download or printing at:

<https://www.tsacg.com/individual/plan-sponsor>.

Submitting an SRA form does not open an account with the selected Investment Provider. You must open an account prior to submitting an SRA form.

What is the Maximum Allowable Contribution (MAC) limit?

The total annual amount of your contributions must not exceed the Maximum Allowable Contribution (MAC) calculation. The Internal Revenue Service regulations limit the amount participants may contribute annually to tax-advantaged retirement plans. For your convenience, the 2025 MAC limits are printed within this guide and a MAC calculator is available online at: <https://www.tsacg.com/calculations/mac-calculator>.





What are the Benefits of 403(b) and 457(b) plans?

There are many benefits to contributing to 403(b) and 457(b) plans.

- 1) Contributions Deposited into Individual Accounts - You own your account and make all decisions concerning the amount of your retirement savings contributions.
- 2) Convenience of Payroll Contributions - Your employer sends each of your contributions to your selected provider company for deposit.
- 3) High Annual Contribution Limits - For 2025, employees can contribute up to \$23,500 to their account. Some employees may qualify for other additional amounts. Information concerning these additional amounts is provided within this Guide.
- 4) Flexible Contributions - You may change the amount of your contribution during the year as allowed by your employer.
- 5) Benefits Paid to Your Beneficiary at Death - All funds in your account are payable to your beneficiary upon your death.

The decision to participate in a 403(b) plan and/or a 457(b) plan should reflect your future financial needs. It is important to note that these accounts are designed for long-term accumulation. You should consult with your financial advisor or tax consultant to determine the potential advantages of a traditional 403(b) and/or 457(b) account.

403(b) & 457(b) ACCOUNTS

How are traditional 403(b) & 457(b) account contributions made?

Contributions made to a traditional 403(b) or 457(b) account are pre-tax reductions from your paycheck. Therefore, your income tax is reduced for every payroll contribution you make. Any earnings on your deposits are tax-deferred until withdrawn, usually during retirement. All withdrawals from traditional 403(b) or 457(b) accounts are taxed during the year of the withdrawal at your income tax rate applicable for that year.

If you choose to participate in both a 403(b) and a 457(b) account, you may contribute up to the maximum allowable limit for each plan every calendar year. You can defer a maximum of \$23,500 to a 403(b) account and \$23,500 to a 457(b) account for a total of \$47,000 during the calendar year. These amounts could be higher for employees who qualify for additional amounts defined under the plan.

How are Roth 403(b) & 457(b) contributions made?

Contributions made to a Roth account are after-tax deductions from your paycheck and are subject to limit coordination with traditional accounts. Income taxes are not reduced by contributions you make to your account. All qualified distributions from Roth accounts are tax-free. Any earnings on your deposits are not taxed as long as they remain in your account for five years from the date that your first Roth contribution was made. Distributions may be taken if you are 59½ (subject to plan document provisions) or at separation from service.

Please note, you should speak with your financial advisor to determine how participation can help meet future financial goals.



457(b) DEFERRED COMPENSATION PLAN

You should review and understand the specific provisions of the 457(b) Deferred Compensation plan available.

This important information should be provided by the Plan Provider prior to establishing an account.

There are several types of investment products for tax-advantaged retirement savings. For some employees, the assistance of an investment advisor can be very helpful in understanding how a particular investment product may help you reach your future financial goals and suggest a financial plan (or combination of investment products) suitable to your risk tolerance. The three main types of investment products that may be available through your employer are explained below. Make sure that the investment product you choose fits your timeframe, risk tolerance and financial needs.

What are fixed and variable annuities?

Fixed annuities provide for safety of principal and a current interest crediting rate. Variable annuities usually offer both a fixed interest account along with separate accounts that are invested in bond and/or equity markets.

What are service based mutual funds and custodial accounts?

Service Based Mutual Funds are offered by investment management companies and brokerage firms. Participants may direct their contributions to various investment portfolios, which are professionally managed by fund managers. Investment portfolios can include funds from a single fund family or consist of a platform that spans several fund families on a single statement. These mutual funds can include fees to pay investment advisors to assist you with your investment choices and/or financial planning.

What are no-load/low fee mutual funds?

Self-directed Mutual Funds are investments that apply no sales fee to the market-based mutual funds offered, though ongoing investment management fees are charged to the funds selected. These funds are for individuals who do not wish to utilize the services of a local investment advisor. Participants direct the investments among the choices provided by the fund company with these investment products. You can contact the company by calling a toll-free phone number and/or online access.

It is important to understand the investment product prior to investing. A prospectus or other specific material will list the investment's objective along with any associated fees and charges.

Employer policy and administrative requirements allow Investment Providers who meet certain standards and qualifications to provide retirement accounts to employees. The Investment Providers listed on your employer's authorized Investment Provider page at: <https://www.tsacg.com/individual/plan-sponsor/> qualify under the guidelines established by your employer. This list does not reflect any opinion as to the financial strength or quality of product or service for any Investment Provider. Please be aware that this authorized Investment Provider list could change during the year, so please check your employer's specific page at: <https://www.tsacg.com/individual/plan-sponsor/> regularly for updates.



When choosing an investment product it is important to know how fees associated with your product can affect your return.

Identify the fees, sales charges or administrative expenses associated with the account, such as: Disclosure of Fees – Investment providers are required to disclose any fees associated with an investment product. This information may be included in an annuity contract, custodial agreement and/or a Prospectus. So, it is important to read these documents and ask your investment provider to explain each fee that is associated with your account.

Below are a few of the types of fees that are commonly charged. Investment costs, or fees, are usually deducted from the funds in your account.

- **Annuity Contract Fee** – Usually applies to certain variable annuity products and may be a fixed annual fee. This fee may not apply once your account reaches a certain accumulation balance.
- **Custodial Fee** – Charged each year by the custodian for holding mutual funds in your account.
- **Expense Fee** – Charges for investment management, administration, and distribution services associated with investment management of each mutual fund.
- **Mortality and Expense Fee (M&E)** – Applicable to variable annuities and expressed as a percentage of assets charged each year.
- **Wrap Fee** – May be added to mutual fund accounts to pay for advisor services.
- **Transfer Fee** – An amount charged for transferring your funds within a mutual fund family or to another fund.



QUESTIONS To Consider ASKING

How are the fees and expense charges applied?

Find out if they are charged to each contribution or to the account balance, etc.

Are surrender charges applicable to each payment or to the total account balance? How long does the surrender charge apply? Are surrender charges level, rolling or declining?

Withdrawal or Surrender Fee – Usually charged during the first few years after creation of your account or after each deposit and applicable only if you withdraw funds or exchange/transfer funds from your account.

What is the minimum interest rate and current rate of return for interest bearing accounts?

Rates will vary for different investment products, so ask your investment provider for further information.

What is the historical rate of return for interest bearing accounts, sub-accounts or funds?

Last twelve months and annual average for the last three, five and ten years, if applicable.

Be advised that the fees listed above are not intended to be a complete list of possible fees. Further, there are no investment products that are completely “fee-free” due to the fact that all investment products must be manufactured, managed, and administered by some entity.



QuickENROLL Option

Simplify your plan enrollment with QuickENROLL. This option enables employees to quickly enroll in a 403(b) account. This program is offered in several Michigan districts with many more on the way. To see if your employer offers this service, go to:

www.myquickenroll.com

Meet with an Investment Provider to Begin

- Visit the investment provider's website.
- Review the financial products each investment provider offers.
- Review the MRIC report cards for each investment provider. Look at the performance of their investment options and also at the fees and expenses. Your financial plan will shape our retirement, so take some time to make sure that it's safe, sound, and will meet your goals.
- Representatives can contact you with more information about their firms and the investment options available to you.
- When you're ready, go to:

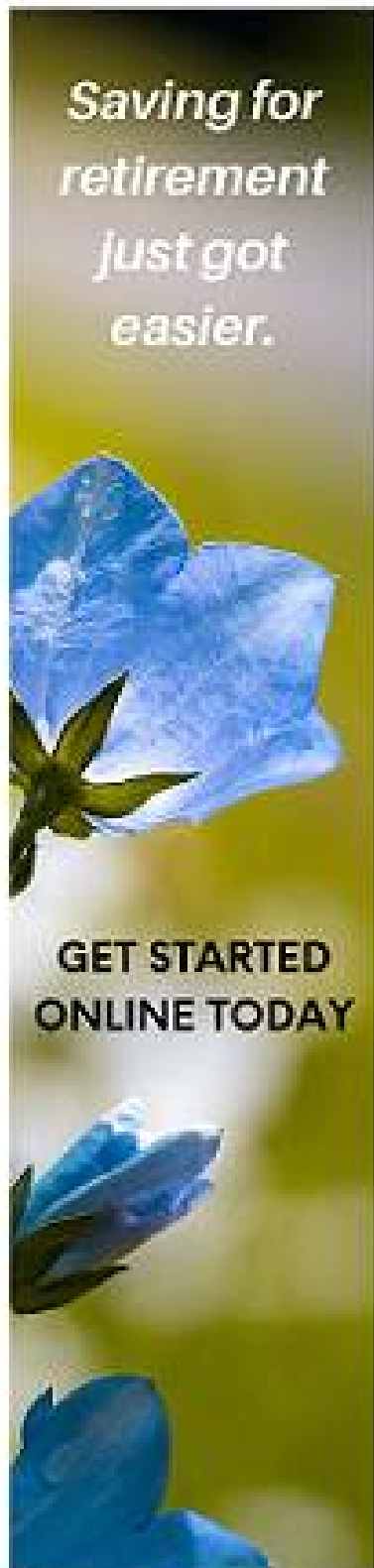
www.mriconsortium.org/enroll-now

Start Planning Your Future

Take control of your financial decisions and challenges by using the excellent resources at the Financial Wellness Center. You'll find videos, financial calculators, and helpful articles.



mric.myfinancialwellnesscenter.com



Many Michigan school districts and colleges have joined the Michigan Retirement Investment Consortium (MRIC) in order to take advantage of the buying power that could not be gained by employers acting alone. To date, more than 250 employers have joined the consortium. MRIC was formed to negotiate better 403(b) pricing and products for employees of the member districts. All Investment Providers were chosen through a Request For Proposal process by the MRIC Board that consisted of representatives from local districts and RESA's/ESA's/ESD's/ISD's throughout the Consortium. The Consortium compared 403(b) companies based on product, performance, and fees. The goal is to offer participants high quality products with competitive fees and great service.

Investment Providers

MRIC negotiated with insurance companies, mutual funds and brokerage firms to gain access to investment products and services that are priced competitively. The consortium completed a thorough provider selection process in 2008 that identified six "best of class" or Core investment product providers. Each of the six MRIC selected providers is available in your 403(b) plan. Please visit: <https://www.tsacg.com> for a complete list of your Investment Providers.

Core Investment Providers

These Core Investment Providers offer service based annuity and custodial account platforms with some no-load options. The breadth of investment products available through these options allows employees the choice of any fund or investment option offered by that provider, with financial representatives, either in person or over the phone, available to help the employees manage their long term investments if needed. The Core Investment Providers chosen are as follows:

Corebridge Financial Services – 1-800-426-3753

Variable annuities with fixed interest options and a mutual fund platform

GLP & Associates – 1-877-457-9467

Mutual fund platform with fixed interest options

Lincoln Investment – 1-888-844-7872

Mutual fund platform

MEA Financial Services – 1-800-292-1950

Variable annuities with fixed options and a mutual fund platform

Midwest Capital Advisors – 1-877-269-4032

Low cost mutual fund platform

PlanMember Services – 1-877-769-4032

Mutual fund platform with fixed interest options

"Addition to the Core" Investment Providers

While the Core options cover the array of investments available to employees, some districts have local issues that call for adding investment providers to their offering to employees. As part of the Interlocal agreement, districts were encouraged to limit the number of "Addition to the Core" Investment Providers. These Investment Providers were required to meet compliance tests and were required to agree to the terms of the MRIC Board as agreed to by the Core plus Single Source Investment Providers. For a list of these additional Investment Providers, please visit your employer's specific Web page at: <https://www.tsacg.com/individual/plan-sponsor>.



Delivering smart choices
for a brighter future

Corebridge is proud to support the Michigan Retirement Institute Consortium (MRIC) as a primary provider of 403(b) and 457(b) retirement accounts.

Explore our comprehensive retirement and financial planning services, which include:

- Access to experienced local financial professionals
- A wide range of investment options
- Online financial education and free live webinars
- A proven track record of innovation, renowned products and personalized service

Discover how we can help you achieve your financial goals!

Contact our district office at 1.248.754.1120 or visit corebridgefinancial.com/retire for more information.

We're here to help you take **action**

Annuities are issued by The Variable Annuity Life Insurance Company, Houston, TX.

Securities and investment advisory services offered through VALIC Financial Advisors, Inc., member FINRA, SIPC and an SEC-registered investment adviser.

VALIC Retirement Services Company provides retirement plan recordkeeping and related services and is the transfer agent for certain affiliated variable investment options. All companies above are wholly owned subsidiaries of Corebridge Financial, Inc.

Corebridge Retirement Services, Corebridge Financial and Corebridge are marketing names used by these companies. Learn more about our affiliated companies: corebridgefinancial.com/names.



© Corebridge Financial, Inc. All rights reserved.

VC22722 (11/2024) J1531304 ER



About GLP Family of Companies

For over 50 years, the GLP Family of companies has been dedicated to meeting the retirement needs of public education employees and non-profit professionals. Take advantage of our experience and knowledge as we guide you towards a fulfilling retirement. Join our community today with the GLP Family of companies.



Our Services

- 403b/457 Retirement plans ✓
- 401k Plan Analysis & Solution ✓
- Wealth Management ✓
- Retirement Income Strategies ✓
- Estate Planning ✓
- Life Insurance & Asset Protection ✓

Contact Us

(248)-489-0101
 info@gipwlns.com
 www.glpfinancialgroup.com

This information is provided for general and educational purposes only. It is not intended to constitute a recommendation or advice and for any specific investment, product, or strategy. It is not intended to be used for any purpose, including legal, tax or investment advice. The information herein is not intended to be used, and cannot be used, for the purpose of investing for pension. Investors should seek advice based on their own circumstances from a tax advisor. Please schedule a meeting for personalized consultation based upon your needs and objectives. Not available in all states.

Securities offered through GLP Investment Services, LLC, Farmington, WI 48036, (248) 489-0101, Member FINRA/SIPC. Investment advisory services offered through Asset Allocation Strategies, LLC a Registered Investment Advisor, GLP Investment Services, LLC, Asset Allocation Strategies, LLC, SIFIS Advisors, and GLP Financial Group are all related firms.

ARE YOU SURE YOU'VE MADE THE RIGHT RETIREMENT DECISIONS?

Get a second opinion
from a professional
looking out for
your best
interest.

Don't just 'set it and forget it' with your valuable retirement savings.

You can now access an additional layer
of financial advisory service on your
accounts. Why try to invest alone when
you could have a team of experienced
professionals continually monitoring
your investments?

START PLANNING FOR YOUR FUTURE.

At M3, we offer online, phone, and in-person account
review options so you are always informed on your finances.



990 N. Main Street, Royal Oak, MI 48067
(248) 543-3400 | www.M3Advisor.com

Advisory Services offered through Capital Analysts or Lincoln Investment, Registered Investment Advisors.
Securities offered through Lincoln Investment, Broker/Dealer Member FINRA/SIPC.
www.lincolninvestment.com M3 Investment Services and the above firms are independent and non-affiliated. 10/14



Helping you plan today for tomorrow

MEA Financial Services is the name to remember for information, products and services that may help you achieve security and financial well-being. We provide competitive retirement and insurance programs designed specifically for you, the Michigan education professional. MEA Financial Services is a benefit of your MEA membership.

We are MEA Financial Services, and we are here just for you.

MEA Financial Services Representatives are available to assist in this process and help with your changing needs. We can't predict the future, but we can help you prepare for it.

Call toll-free at 1 (800) 292-1950

or log on today at

meafs.com

mea
Financial
Services

www.meafs.com (800) 292-1950

Securities are offered through Paradigm Equities, Inc. a wholly owned subsidiary of MEA Financial Services. Paradigm Equities, Inc., member FINRA/SIPC, 1216 Kendale Blvd., East Lansing, MI 48823. Investment Advice offered through Fairway Investment Group, LLC – a registered Investment Advisor. Fairway Investment Group, LLC is a wholly owned subsidiary of MEA Financial Services.

We did the homework, so you can play at the beach.



VOCABULARY QUIZ

A+

TERM Independent
adjective | in-de-pen-dent | in-di-pen-dent

DEFINITION Free from conflict of interest

TERM Fee-only
adjective | fee-on-ly | fee-oh-lee

DEFINITION We do not sell products or receive product-based compensation or commissions of any form

TERM Fiduciary
adjective | fi-du-cia-ry | fi-'dū-shə-er-ē

DEFINITION Our clients' best interests are first. Always.

TERM Low-cost
adjective | low-cost | lo-kōst

DEFINITION We keep costs low by carefully researching and selecting non-commissioned funds, like those from Vanguard and other well-respected fund families.



MIDWEST CAPITAL
ADVISORS

Toll Free
877.2MY403B
877.269.4032

616.454.9600
midwestcap.com
info@midwestcap.com

Saving for retirement is easier than you think



Unsure about what to do? We can help.

PlanMember is an authorized provider in your district's 403(b)/457(b) plan and offers diverse investment and annuity choices along with the personalized retirement planning support to help you realize a secure financial future.



lifetraxx@williams-co.com
planmember.media/williams-co-mric

Representative registered with and offers only securities and advisory services through PlanMember Securities Corporation (PSEC), a registered broker/dealer, investment advisor and member FINRA/SIPC. PSEC is not liable for ancillary products or services offered by this representative and Williams & Company. Williams & Company and PSEC are independently owned and operated companies.

©2023 PlanMember Securities Corporation • 6187 Carpinteria Ave, Carpinteria, CA 93013 • 800-874-6910

Can distributions be taken?

Typically, participants may not take a distribution from a 403(b) and/or 457(b) account unless they have attained age 59½ or separated from service. The Internal Revenue Service regulations restrict other 403(b) and/or 457(b) plan distributions.

When are 403(b) distributions permitted?

Generally, a distribution cannot be made until you:

- reach age 59½ ;
- have a severance from employment;
- are deceased;
- become disabled;
- encounter a specific financial hardship; or
- have a qualified reservist distribution.

When are 457(b) distributions permitted?

Generally, a distribution cannot be made until you:

- reach age 59½;
- have a severance from employment;
- are deceased;
- become disabled;
- have an unforeseeable emergency.

In addition to the information provided in this section, the IRS makes available at www.irs.gov several publications which speak to retirement plan transactions and taxation. These publications include the following:

- 571 - Tax Sheltered Annuity Plans - For Employees of Public Schools and Certain Tax-Exempt Organizations - (403(b) Plans);
- 575 - Pension and Annuity Income - (403(b) Plans);
- 4484 - Plan Feature Comparison Chart - (403(b)/457(b) Plans).

When do the required minimum distributions begin?

Distributions from a 403(b) or 457(b) account must begin at age 73 for a person who attains age 72 after December 31, 2022 and age 73 before January 1, 2033, or age 75 for an individual who attains age 74 after December 31, 2032. Distributions will be subject to normal income tax during the year in which they are received.

Are there taxes on distributions?

Yes, a distribution from a traditional 403(b) or 457(b) account is generally taxed as ordinary income in the year it is issued. There are specific federal tax-withholding rules that apply to all distributions from retirement savings and investment plans. The taxes on plan distributions can be complex. For these reasons, if you are considering a distribution from your account, you are encouraged to seek professional tax advice. If you choose to take a distribution, you are responsible for satisfying the distribution rules and for any tax consequences. Distributions to participants are reported annually by the provider on IRS Form 1099R.



Some provisions above may not be available under your employer's plan and/or your investment contract.

Can loans* be taken out on a 403(b) account?

Depending on the provisions of your 403(b) account contract and the provisions of the employer's plan, you may be eligible to take a loan from your 403(b) account.

If available, general-purpose loans are generally granted for a term of five years or less, and loans taken to purchase a principal residence may be longer than five years.

Details and terms of a loan are established by the provider and/or the plan. Participants must repay loans through regular payments as directed by the provider and/or the plan. Loans are generally not permissible to participants who have an outstanding defaulted loan in any retirement plan maintained by the employer.

NOTE: 457(b) loan provisions are similar to 403(b) provisions. However, not all Investment Providers offer 457(b) loans.

Can retirement account balances be exchanged?*

Participants may exchange retirement account balances from one 403(b) investment provider to another 403(b) investment provider that is authorized under the plan; however, there may be limitations affecting exchanges, and participants should be aware of any charges or penalties that may exist in individual investment contracts prior to exchange.

NOTE: Exchanges between 457(b) Investment Providers are similar to 403(b) exchanges.

What is a qualified domestic relation order?

A Qualified Domestic Relation Order (QDRO) is a legal judgment, decree or order that provides a participant's spouse, former spouse, child, or dependent with all or a portion of the participant's retirement account balance.

What is a Rollover?*

Participants may move funds from one qualified plan account, i.e. 403(b) account, 401(k) account or an IRA, to another qualified plan account at age 59½ or when separated from service. Rollovers do not create a taxable event.



DID YOU KNOW ?

The Online Distributions System (ODS) is the fastest and easiest way for authorizations of a distribution from your account.

This online resource is accessible to employers and participants through U.S. OMNI & TSACG Compliance Services' website located at: <https://www.tsacg.com>

* Some provisions above may not be available under your employer's plan and/or your investment contract.

What is a plan-to-plan transfer?*

The term plan-to-plan transfer means that the participant is moving his or her 403(b) and/or 457(b) account from one employer's plan and retaining the same account with the authorized investment provider under the new employer's plan.

Can retirement account balances be used to purchase service credit?

If allowable by your state retirement system and if you are eligible, you may be able to use your retirement account balances to purchase service credits for state retirement. Contact your state retirement system for additional information.

When can hardship withdrawals for 403(b) plans* be taken?

You may be able to take a hardship withdrawal in the event of an immediate and specific heavy financial need. A distribution is deemed to be on account of an immediate and heavy financial need of the employee if the distribution is for:

- Medical expenses (including the past 6 months) for the employee, spouse, dependents or a primary beneficiary. Expenses must not be covered by insurance. If the participant is not the recipient of the medical care, documentation showing the relationship must be provided.
- Costs related to purchase of a principal residence (excluding mortgage payments). A purchase contract must be no more than 30 days old.
- Tuition and related educational fees as well as room and board expenses for the next 12 months of post-secondary education for the employee, spouse, dependents, or primary beneficiary.
- Payments necessary to prevent eviction from , or to avoid foreclosure on a principal residence. The notice cannot be more than 90 days old, and the payment must be at least 1 month behind.
- Burial or funeral expenses for employee's parent, spouse, child, dependents (as defined in IRC 152) or primary beneficiary. The expenses must be no more than 90 days old.
- Expenses for the repair of damage to a principal residence that would qualify for the casualty deduction under section 165. The contractors estimate must be no more than 90 days old.
- Expenses and losses (including loss of income) incurred by the employee on account of a Federal Emergency management Agency (FEMA) declared disaster, provided that their principal residence or place of employment at the time of the disaster was located in an area designated by FEMA for individual assistance with respect to the disaster.

When can unforeseen financial emergency withdrawals for 457(b) plans* be taken?

You may be able to take a withdrawal from your 457(b) account in the event of an unforeseen financial emergency. An unforeseeable emergency is defined as a severe financial hardship of the participant or beneficiary. These emergencies are typically caused by a sudden and unexpected event such as an illness or accident involving the participant or beneficiary, the participant's or beneficiary's spouse, or the participant's or beneficiary's dependent; loss of the participant's or beneficiary's property due to casualty (including the need to rebuild a home following damage to a home not otherwise covered by homeowner's insurance, such as damage that is the result of a natural disaster); or other similar extraordinary and unforeseeable circumstances arising as a result of events beyond the control of the participant or the beneficiary. For example, the imminent foreclosure of or eviction from the participant's or beneficiary's primary residence due to unanticipated events, such as a sudden and unexpected illness or accident, may constitute an unforeseeable emergency. In addition, the need to pay for medical expenses, including non-refundable deductibles, as well as for the cost of prescription drug medication, may constitute an unforeseeable emergency. Finally, the need to pay for the funeral expenses of a spouse or a dependent, of a participant or beneficiary may also constitute an unforeseeable emergency. The purchase of a home and the payment of college tuition are not unforeseeable emergencies.

* Some provisions above may not be available under your employer's plan and/or your investment contract.

Online Distribution System

U.S. OMNI & TSACG Compliance Services' Online Distribution System (ODS) is the fastest and easiest way for authorization of a distribution from your account. This online resource is accessible to all participants and employers through U.S. OMNI & TSACG Compliance Services' Online Distribution System website located at: <https://transaction.tsacg.com>.

Distribution transactions may include loans, transfers/exchanges, rollovers, hardship withdrawals, QDROs, or cash distributions.

By using ODS, approval certificates for allowable transactions may be provided immediately for submission to your Investment Provider. Transactions such as QDRO's, which require additional documentation and information, can be initiated online for expedited completion. Only transactions allowed by your employer's plan can be processed. Transactions can be submitted 24 hours a day, 7 days a week for your convenience.

For those who would prefer to submit a transaction via fax or mail, U.S. OMNI & TSACG Compliance Services has the necessary forms available online to complete a plan transaction. These forms can be accessed on U.S. OMNI & TSACG Compliance Services' website at: <https://www.tsacg.com>.

Submitting Forms to U.S. OMNI & TSACG Compliance Services

For manual transactions that require the original signature, please mail to the following address:

U.S. OMNI & TSACG Compliance Services

Attn: Participant Transaction Dept.

P.O. Box 4037

Fort Walton Beach, FL 32549

Carefully reviewing all documentation, verifying that you have signed all necessary forms, and verifying that you have included any necessary evidence will help U.S. OMNI & TSACG Compliance Services avoid delays that are caused by incomplete documentation.

For assistance with transactions, please call 1-888-796-3786 and select option 4.

TRANSACTION PROCEDURES

For those opting not to utilize the Online Distribution System, a Disclosure form may be required to accompany your investment provider's paperwork for submittal to U.S. OMNI & TSACG Compliance Services. Disclosure forms can be downloaded from <https://www.tsacg.com/forms/>.

TRANSACTION REQUESTED

Contract Exchanges, Rollovers
- incoming and outgoing

Transfers

403(b) Hardship Withdrawals

**457(b) Unforeseen
Emergency Withdrawals**

403(b) & 457(b) Loans

403(b) & 457(b) Cash Withdrawals
(with qualifying event only; i.e. age 59½ or separation from service)

**Transfer - Purchase of
Service Credit**

DISCLOSURE FORMS NEEDED FOR PROCESSING

Submit complete Investment Provider paperwork for transaction. Original forms may be required by the Investment Provider.

Submit complete Investment Provider paperwork for transaction. Original forms may be required by the Investment Provider.

Submit complete Investment Provider paperwork for transaction and the following:

- Completed Hardship Withdrawal Disclosure form
- Certification of expenses equal to or more than amount requested

Please note that evidence of expenses MAY be required for approval of request

Submit complete Investment Provider paperwork for transaction and the following:

- Completed Unforeseen Emergency Withdrawal
- Certification of expenses equal to or more than amount requested

Please note that evidence of expenses MAY be required for approval of request

Submit complete Investment Provider paperwork for transaction. Original forms may be required by the Investment Provider.

Submit complete Investment Provider paperwork for transaction. Original forms may be required by the Investment Provider.

Submit complete Investment Provider paperwork for transaction and the following:

- Completed State Retirement System Documents

PLEASE NOTE:

Some of the provisions listed may not be available under your employer's plan and/or your investment contract.

MAC LIMITS

Contributing to your personal retirement account is an important part of your total financial plan. It is important to remember that federal guidelines determine the maximum allowable contribution or "MAC" that can be sheltered from current income tax each year.

All participants should receive regular information from their account provider about scheduling the level of their contributions each year. This is especially true if you are eligible to use a service-based "catch-up" election or age age-based "additional amount" this year. Years of service must be verifiable by your current employer. The following information is designed to help you and your representative determine your MAC limit for this year.

NOTE: Employees who maintain and contribute to both 401(k) and 403(b) accounts during the same calendar year are subject to a combined maximum limit on contributions even if the plans are maintained by separate employers. Participants should seek further information regarding their MAC limit from their account representative or professional advisor.

403(b) and 457(b) Maximum Allowable Contribution Limits

It is advised to seek a professional financial advisor for MAC limit determination

403(b) and 457(b) 2025 BASIC LIMITS:

The basic limit is 100% of your includable compensation up to **\$23,500**. The accumulative basic limit for your 403(b) and 457(b) accounts is \$41,000.

The following "Catch-Up" provisions require certification by OMNI/TSACG.

403(b) SERVICE-BASED SPECIAL CATCH-UP LIMIT:

Under IRC Section 402(g), if you have been employed by the employer for more than fifteen (15) years and your contributions to all 403(b) (traditional and non-traditional) plans have not averaged over \$5,000 per year, you may be able to contribute up to an additional **\$3,000** per year. The total aggregated amount of this provision over your career is \$15,000. This total is calculated by adding together the total contributions made for all years.

403(b) and 457(b) AGE and SUPER AGE-BASED ADDITIONAL LIMIT:

Participants who are age 50 to 59 or 64 or older by 12/31/2025 qualify to make an additional contribution of up to **\$7,500** to their 403(b) and 457(b) accounts. Participants who are aged 60, 61, 62, or 63 on 12/31/2025 may contribute an additional amount of up to **\$11,250** to their 403(b) and 457(b) accounts.

A MAC calculator is available online to help determine your total MAC limit for the year at:

<https://www.tsacg.com/calculations/mac-calculator>

CONTRIBUTION ACCOUNTING FORMULA:

- Calendar year contributions are first applied toward the participant's Basic Annual Limit for that year.
- Calendar year contributions that exceed the Basic Annual Limit are applied toward any eligible Service-Based "Catch-Up" limit.
- Calendar year contributions that exceed the Basic Annual Limit plus the Service-Based limit are applied towards any eligible Age-Based Addition limit.

Maximum allowable contribution limits should be reviewed each year to ensure that all contributions remain within IRS Guidelines. Participants should retain this calculation during the year.

NOTE: Employees who maintain and contribute to both a 401(k) and 403(b) account during the same calendar year are subject to a combined maximum limit on contributions even if the plans are maintained by separate employers. Participants should seek further information regarding their MAC limit each year from their account representative or professional advisor.

What is “the plan”?

The plan encompasses the provisions of a 403(b) and/or 457(b) arrangement whereby employees may contribute and accumulate savings on a tax favored basis through their paycheck. The provisions of the plan are defined by a plan document that is adopted by the Plan Sponsor, or employer, and qualifies under Internal Revenue Service (IRS) guidelines. These provisions are outlined in this Guide to assist you in understanding how to better utilize this important employee benefit. The plan also lists the Investment Providers that your employer has authorized to provide 403(b) and/or 457(b) accounts.

What are account accumulations?

Account accumulations are the funds, plus any earnings, in your retirement account(s) that have grown as you continually contribute to your account.

Who is a participant?

If you decide to contribute to a personal retirement plan, you become a participant of that plan.

What is a Plan Sponsor?

The entity (generally your employer) that established and maintains the retirement plan is considered the Plan Sponsor.

What is an Investment Provider?

In this Guide, an Investment Provider refers to companies that are authorized in your employer's plan to offer you retirement products such as mutual funds and/or annuities.

What is a Plan Administrator?

A Plan Administrator is responsible for processing your transactions, maintaining records, and keeping your employer's plan in compliance with IRS Regulations. Your employer's Plan Administrator is U.S. OMNI & TSACG Compliance Services.

Why are transaction requests submitted to the Plan Administrator?

IRS regulations require that the Plan Sponsor review all transaction requests to ensure that they are permitted by the provisions of the plan. On behalf of your Plan Sponsor, U.S. OMNI & TSACG Compliance Services' professionally trained staff reviews these transactions to ensure they are compliant with regard to both plan provisions and IRS regulations.

What is a MAC?

Your Maximum Allowable Contribution (MAC) is the total amount you are allowed to contribute to your retirement account each year. This amount is based on IRS regulations and the provisions of your employer's plan. Additional information about the MAC limits are explained on the MAC page within this Guide.

What is the difference between an exchange and a rollover?

An exchange is the movement of your account from one Investment Provider to another Investment Provider in the plan while employed. A rollover is the movement of your account out of the plan to another retirement plan or account at separation of service or attainment of age 59½.

STATE RETIREMENT INFORMATION

As a public service employee, you may be a member of your state retirement plan. Your state's retirement plan may be a defined benefit plan, a defined contribution plan, and/or a hybrid (or combined) plan. Please note that not all of the plans listed below are available in all states.



What is a defined benefit (pension) plan?

Defined Benefit (Pension) Plans guarantee a retirement benefit that is predetermined. The employer and the employee contribute a specified percentage or amount to the plan, and the amount may vary in order to pay the monthly retirement benefits. The amount of the retirement benefit is based on a formula that takes into account the years of service and average final salary.

What is a defined contribution plan?

Defined Contribution Plans guarantee a set contribution made by the employer. The employer contributes a specified percentage or amount toward the plan. Employees usually choose their preferred investment options; therefore, the employee usually assumes the risks of those investments. The amount of the retirement benefit will depend on the investments and account accumulations the employee has chosen. The employee may also be eligible to contribute to the plan.

What is a hybrid (combined) plan?

Hybrid (Combined) Plans are a combination of a defined benefit plan and a defined contribution plan. Generally, the employee contributions are a defined contribution plan and the employer contributions are a defined benefit plan; however, the combinations available vary from plan to plan.

Note: Your state retirement system is not associated with your supplemental retirement account or U.S. OMNI & TSACG Compliance Services.

This handbook is produced by U.S. OMNI & TSACG Compliance Services to provide accurate information with regard to the subject matter covered. It is not intended to be a substitute for qualified counsel. U.S. OMNI & TSACG Compliance Services is not engaged in rendering legal, accounting or tax advice. If legal or other professional assistance is required, the services of a competent professional should be sought.

Copyright© 2025
U.S. OMNI & TSACG Compliance Services
73 Eglin Parkway NE, Suite 202, Fort Walton Beach, FL 32548
<https://www.tsacg.com>