2025 ANNUAL RETIREMENT BENEFITS GUIDE

Wake New Hope Volunteer Fire Dept

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.

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INTRODUCTION

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 457(b) plan that allows all eligible employees to participate through payroll reductions. These contributions are calculated and deducted before taxes, and your contribution is 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.

ELIGIBILITY & ENROLLMENT

Are you eligible to participate?
Most employees may participate in the 457(b) plan immediately upon employment. Verify if your employer allows student workers to participate in the 457(b) plan. Eligible employees may make voluntary elective deferrals to the 457(b) plan 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 457(b) plan, you should research the authorized Investment Provider(s) and Investment 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 Deferred Compensation enrollment form for your 457(b) account. This form authorizes your employer to withhold contributions from your pay, and send the funds to your selected Investment Provider on your behalf.

The 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. This form is available for download or printing at: *https://www.tsacg.com/individual/plan-sponsor* .

Submitting a Deferred Compensation enrollment form does not open an account with the selected Investment Provider. You must open an account with your selected Investment Provider prior to submitting a Deferred Compensation enrollment form.

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 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.*

INVESTMENT PRODUCTS

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.

INVESTMENT FEES

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.

457(b) ACCOUNTS

What are the Benefits of 457(b) plans?
There are many benefits to contributing to 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 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 457(b) account.

How are traditional 457(b) account contributions made?
Contributions made to a traditional 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 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 457(b) account during the calendar year. This amount could be higher for employees who qualify for additional amounts defined under the plan.

HELPFUL WEBSITES

These sites are provided for access to additional information concerning your retirement options.

U.S. OMNI & TSACG Compliance Services
https://www.tsacg.com
Obtain employer specific forms, the most up-to-date list of authorized investment providers, benefit information, and more.

A.M. Best Company
https://web.ambest.com
A good source of information on company ratings, products, and news.

Administration on Aging
https://acl.gov
Pertinent information on retirement, Medicare, and other concerns for retirees.

American Savings Education Council
https://www.asec.org
Valuable information about financial security.

Employee Benefit Research Institute
https://www.ebri.org
Provides information on employee benefit programs.

Employee Benefits Security Administration
https://www.dol.gov/agencies/ebsa
Information on pensions, COBRA, Plan Sponsors, Compliance, Fraud and more.

Internal Revenue Service
https://www.irs.gov
Your #1 Source for tax information including changes to the tax code.

Morningstar
https://www.morningstar.com
Follow information on stocks, funds, and factors affecting the stock market.

Social Security Administration
https://www.ssa.gov
Find answers to all your questions concerning Social Security.

Standard and Poors Company
https://www.spglobal.com
A good source of information on company ratings, fund information, indices, and more.

U.S. OMNI & TSACG Compliance Services does not offer investment advice, sell or market any investment/insurance products.

What is "the plan"?
The plan encompasses the provisions of a 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 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.

Who 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.

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.

457(b) Maximum Allowable Contribution Limits

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

457(b) 2025 BASIC LIMIT:

The 457(b) elective deferral basic limit is defined as up to 100% of your includible compensation up to **$23,500.**

The Special "Catch-Up" provision requires confirmation from OMNI/TSACG.
457(b) Final 3 YEAR "Special Catch-Up" LIMIT:

Employees in th 3 years prior to the normal retirement age (as specified in the plan), may be eligible to increase their maximum total contribution limit the lesser of: **a)** Twice the basic annual limit or **b)** The basic annual limit plus the amount of the basic limit not used in prior years *(only if not using the age 50+ catch-up contributions)*.

AGE and SUPER AGE-BASED ADDITIONAL LIMIT: (Age 50 or older)

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 the 457(b) accounts. Participants aged 60, 61, 62, or 63 on 12/31/2025, can contribute an additional amount of up to **$11,250**.

CONTRIBUTION ACCOUNTING FORMULA:

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

CONTRIBUTION GUIDELINES:

The Internal Revenue Service limits the amount participants may contribute annually to tax-advantaged retirement plans and imposes substantial penalties for violating contribution limits. The Maximum Allowable Contribution (MAC) calculator shows what you are allowed to contribute toward your retirement plan(s) this calendar year.

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: Participants should seek further information regarding their MAC limit from their account representative or professional advisor.

Can distributions be taken?
Typically, participants may not take a distribution of plan accumulations unless they have attained age 59½ or separated from service. The Internal Revenue Service regulations restrict other 457(b) plan distributions.

When are distributions permitted?
Generally, a distribution cannot be made from a 457(b) account until you:
- reach age 59½;
- have a severance from employment;
- are deceased;
- become disabled;
- have an unforeseeable emergency.

In most cases, any withdrawals made from a 457(b) account are taxable in full as ordinary income. In general, the same tax rules apply to distributions from other retirement plans. These rules are explained in IRS Publications 571 and 575. Publication 575 discusses the additional tax on early distributions from retirement plans.

When do the required minimum distributions begin?
Distributions from a 457(b) account must begin by 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 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. 1099R forms are sent in January following the year the distribution was issued.

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

Can loans* be taken out on a 457(b) account?
Depending on the provisions of your 457(b) account contract and the provisions of the employer's plan, you may be eligible to take a loan from your 457(b) account.

If available, loans may not exceed 50% of the accumulation balance up to a maximum of $50,000. General purpose loans are typically 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.

Can retirement account balances be exchanged?*
Participants may exchange retirement account balances from one 457(b) investment provider to another 457(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.

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.

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. 457(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.

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

What is a plan-to-plan transfer?*
A plan-to-plan transfer is when a participant moves his or her 457(b) account from one employer's plan and retains the same account with the authorized investment provider under a 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 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	DISCLOSURE FORMS NEEDED FOR PROCESSING
Contract Exchanges, Rollovers - incoming and outgoing	Submit complete Investment Provider paperwork for transaction. Original forms may be required by the Investment Provider.
Transfers	Submit complete Investment Provider paperwork for transaction. Original forms may be required by the Investment Provider.
457(b) Unforeseen Emergency Withdrawals	Submit complete Investment Provider paperwork for transaction and the following: • Completed Unforeseen Emergency Withdrawal • Evidence of expenses equal to or more than amount requested *Please note that evidence of expenses MUST be provided for approval of request*
457(b) Loans	Submit complete Investment Provider paperwork for transaction. Original forms may be required by the Investment Provider.
457(b) Cash Withdrawals (with separation from service)	Submit complete Investment Provider paperwork for transaction. Original forms may be required by the Investment Provider.
Transfer - Purchase of Service Credit	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.

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.