

RE: Your 403(b)/457(b) Retirement Plan

Dear District Employee:

SchoolsFirst Plan Administration is the third-party administrator of your 403(b) and/or 457(b) retirement plan. This letter is to inform you of the options available to help you save for retirement by participating in a 403(b) and/or 457(b) plan. These plans are designed to assist you in building and growing your savings for retirement by complimenting your pension income at retirement.

What is a 403(b)/ 457(b) plan?

The IRS created retirement savings plans for various groups to encourage retirement savings by offering tax benefits. They developed the 403(b) for non-profit organizations and the 457(b) for state employees. Contributions to these plans are made directly from your paycheck before taxes are taken out - reducing your tax bill while saving for retirement.

What if I already have a 403(b)/ 457(b)?

Great News! You always have the opportunity to increase your contributions to the 403(b) and/or 457(b) plan any time during the year, contact us and we will be happy to assist you.

How much may I contribute?

You may contribute up to \$23,500 in 2025 to each plan, in addition to qualifying for additional catch-up limits. We would be happy to review these options with you in addition to answering questions you may have related to your retirement.

Get Started

If you would like to start contributions to a 403(b) and/or 457(b) plan, you must first establish an account with an approved investment provider. If you are already working with a financial advisor or agent, please feel free to continue to do so. If you do not have a financial advisor or agent, we are here to help!

Our goal as your district's third-party administrator is to provide you with the very best personal service. If you have questions regarding the administration of your retirement plans, please contact SchoolsFirst Plan Administration at 800.462.8328, x4727 or at rpa@schoolsfirstfcu.org. If you would like to schedule an appointment to meet with an advisor, please contact our Retirement Planning Department at 800.462.8328, x 4116, Option 1.

Sincerely,



Diana Valdez
Vice President, Retirement Planning & Administration



403(b)/Roth 403(b)/457(b)/Roth 457(b)

Bridge the gap to retirement with SchoolsFirst

Supplemental plans designed exclusively for school employees

Enroll online at SchoolsFirstRP.com



SchoolsFirst Retirement Planning offers a variety of voluntary retirement savings plans. They're designed to supplement your CalSTRS or CalPERS pension and help bridge the gap between what your pension will provide and what you'll actually need in retirement.

Why plan for retirement now?

80% to 90%

Amount of your annual income that experts recommend is needed to maintain your standard of living in retirement¹

50% to 60%

Average amount of your annual income that CalSTRS/CalPERS will replace in retirement²

Meet with a financial professional to review your pension plan.

90

Age that an estimated one in four 65-year-olds today will reach³

\$325,000

Amount a 65-year-old couple can expect in total out-of-pocket health care expenses through retirement⁴

Other factors to consider:

- > Dealing with inflation
- > Outliving your resources
- > Needing long-term care
- > Planning for major trips and bucket list activities

Know your choices when planning your retirement

| | 403(b) | Roth 403(b) | 457(b) | Roth 457(b) |
|-----------------------------------|--|---|--|---|
| Taxation | Contributions are made pretax, reducing your taxable income. Taxes are paid on withdrawals, typically in retirement when you'll likely be in a lower tax bracket. | Contributions are made after taxes have been paid. Qualified withdrawals are generally tax-free. ⁵ | Contributions are made pretax, reducing your taxable income. Taxes are paid on withdrawals, typically in retirement when you'll likely be in a lower tax bracket. | Contributions are made after taxes have been paid. Qualified withdrawals are generally tax-free. ⁵ |
| Distributions | <ul style="list-style-type: none"> > Separation of service/retirement > Attainment of age 59½⁶ > Hardship > Disability > Age 73 required minimum distribution > Death | | <ul style="list-style-type: none"> > Separation of service/retirement > Attainment of age 59½⁶ > Unforeseeable emergency > Age 73 required minimum distribution > Death | |
| What are the contribution limits? | <ul style="list-style-type: none"> > Normal contribution limit: \$23,000⁷ > Age 50+ catch-up: +\$7,500 | | <ul style="list-style-type: none"> > Normal contribution limit: \$23,000⁷ > Age 50+ catch-up: +\$7,500 | |

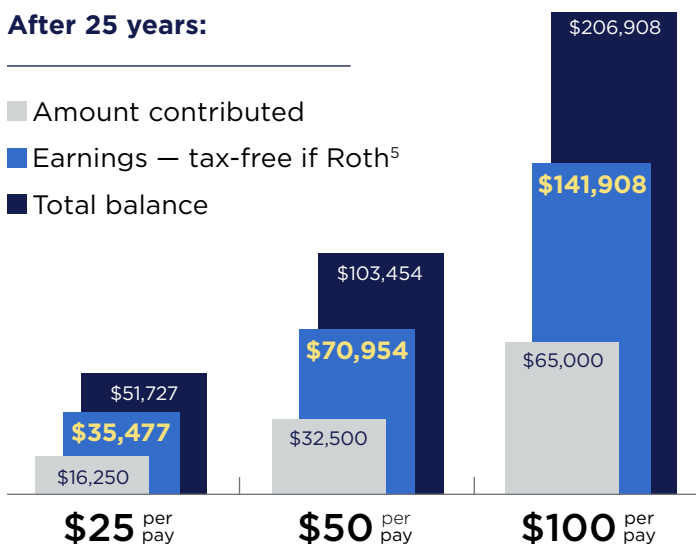
The advantages of after-tax savings and starting early

After 25 years:

■ Amount contributed

■ Earnings — tax-free if Roth⁵

■ Total balance



This hypothetical illustration shows how much different deferral amounts per biweekly paycheck could accumulate over 25 years, assuming an 8% annual rate of return for an investor. This example is not a yield projection for any specific investment. If fees, taxes and expenses were reflected, the return would be less.

The advantage of pre-tax savings

Based on a teacher's annual income of \$60,000

| 403(b)/475(b) Pre-tax contributions | \$100/month | \$300/month | \$500/month |
|-------------------------------------|-------------|--------------|--------------|
| Monthly gross income | \$5,000 | \$5,000 | \$5,000 |
| STRS (10.25%) | \$513 | \$513 | \$513 |
| Federal and state taxes | \$670 | \$613 | \$556 |
| Net pay | \$3,669 | \$3,528 | \$3,388 |
| Change in paycheck | \$69 | \$210 | \$350 |

This is a hypothetical example used for illustrative purposes only and is not indicative of any specific investment. The example does not reflect any fees or charges that may apply.



The SchoolsFirst Retirement Planning difference

Salaried advisors

Receive investment education and personalized support to and through retirement — at no additional cost.

Low cost

Gain access to no-load mutual funds with a competitive expense ratio and an asset management fee of .73%.⁸

Growth potential

Earnings are automatically reinvested, allowing for additional growth.

Flexibility

Choose from over 50 mutual fund options and change your investment mix at any time. Participants can manage their allocations online at SchoolsFirstRP.com.

Ease

Once you enroll, contributions are automatic through payroll deductions and can be adjusted anytime online at pa.schoolsfirstfcu.org.

Managed account service

Take some of the guesswork out of planning for retirement with professional investment management.⁹

Intuitive online tools

A variety of tools and educational resources are available online anytime and on any device.



**Investment
performance report**



**Schedule a 1:1
appointment with
your local Retirement
Planning Advisor**



We make it easy to enroll or manage your account.

If you have questions, please contact us:

SchoolsFirst Retirement Planning

1-800-462-8328, ext. 4116, option 1

Monday through Thursday, 8 a.m. to 5:30 p.m.

Friday, 8 a.m. to 6 p.m.

Saturday, 9 a.m. to 3 p.m.



Visit [SchoolsFirstRP.com](https://www.schoolsfirstrp.com)

¹ "Taking the mystery out of retirement planning," U.S. Department of Labor (November 2021).

² Per Calstrs.com and calpers.ca.gov.

³ "What's Your Retirement Number? No, Not Savings — Life Expectancy," research by Rate.com (July 19, 2019). This article cites data compiled by the Society of Actuaries.

⁴ "A Bit of Good News During the Pandemic: Savings Medicare Beneficiaries Need for Health Expenses Decrease in 2020," Paul Fronstin and Jack VanDerhei, EBRI (May 28, 2020). The estimate is based on a hypothetical couple retiring in 2015, at 65 years of age, with average life expectancies of 85 for a man and 87 for a woman.

⁵ Generally, a Roth 403(b) or Roth 457(b) distribution is a qualified distribution, including earnings, if 1) the first Roth contribution has been in the account for 5 years (the 5-year period begins January 1 of the year a member first makes a Roth contribution into the account); and 2) a member is age 59½ (and for the Roth 457(b) has separated from service) or has died or become disabled under IRC Section 72(m)(7). Distributions made prior to these requirements being met are nonqualified distributions, and earnings could be taxable. State tax may apply.

⁶ A 10% early distribution fee may apply prior to age 59½ unless you are over age 55 and fully retired from the district.

⁷ Source: IRS.gov.

⁸ These include no front-end or back-end sales charges and .73% in asset management fees.

⁹ Available for an additional fee.

• Not Insured by NCUA or any other government agency • Not credit union guaranteed • Not credit union deposits or obligations • May lose value

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