

## ***Tehama County Department of Education Retirement Savings Plan***

We would like to make our employees aware of the retirement plans that we sponsor which include a 403(b) Tax Sheltered Annuity Plan (TSA/403(b) Plan) and a 457(b) Deferred Compensation Plan (DCP/457(b) Plan) (the Plans). Participation is voluntary, allowing you to make pre-tax salary deferral contributions via payroll deduction. One of the benefits of participating in the Plans is the ability to defer from current taxation salary that would otherwise be currently taxable and also defer income taxes on the earnings credited to your account.

The amounts you contribute to the TSA/403(b) Plan have an independent limit from the amounts that you contribute to the DCP/457(b) Plan. You may make pre-tax salary deferral contributions to the TSA/403(b) Plan, the DCP/457(b) Plan only, or you may make pre-tax contributions to both Plans simultaneously. See the chart below for the maximum contribution limits.

<b>Year</b>	<b>403(b) TSA</b>	<b>457(b) DCP</b>	<b>Total</b>
2019 Basic Limit	\$19,000	\$19,000	\$39,000
Age 50+ Catch-up	\$6,000	\$6,000	\$12,000
<b>Total</b>	<b>\$25,000</b>	<b>\$25,000</b>	<b>\$50,000</b>

We are pleased to be able to offer the benefits of these voluntary pre-tax savings plans for you, because we recognize that many of you wish to defer current income taxes to your post retirement years, while accumulating additional savings for retirement.

Please note that if you also make contributions, or have contributions made for you, to a 401(a) or 401(k) plan you are limited by the overall 415(c)(1)(A) limit for all plans including 403(b), 401(a) and 401(k). If you are a participant in another retirement plan (excluding CalSTRS or CalPERS), please advise Envoy Plan Services, Inc.

**If you wish to learn more about participating in the 403(b) Plan and the 457(b) Plan, please visit the website of our retirement plans administrator Envoy Plan Services, Inc. at [www.envoyplanservices.com](http://www.envoyplanservices.com).**

### ***Getting Started***

- ❑ Logon to [www.envoyplanservices.com](http://www.envoyplanservices.com)
- ❑ Click onto Client Center; then Click onto your State, County and Employer.
- ❑ You are now on your Employer's home page on the Envoy website.
  - **Plan Providers and Forms** – A complete list of Approved Providers and Forms currently available in the Plan is listed on the Employer's home page.
  - **An Educational Video** is provided for your viewing.

**IMPORTANT NOTE: IF YOU HAVE A 403(b) PLAN AND/OR 457(b) PLAN ACCOUNT WITH A PREVIOUS EMPLOYER, YOU MUST ESTABLISH A NEW ACCOUNT WITH YOUR PROVIDER TO ENROLL IN THIS PLAN. YOUR SALARY DEFERRAL CONTRIBUTIONS IN THIS EMPLOYER'S 403(b) PLAN AND 457(b) PLAN CANNOT BE INVESTED IN THE 403(b) PLAN AND 457(b) PLAN OF A PREVIOUS EMPLOYER.**

#### **Step 1: Enrolling with a 403(b) or 457(b) Provider**

- ❑ Locate the provider of your choice from the list on your Employer's home page.
- ❑ Contact information is listed for each approved provider.
- ❑ Contact the provider directly to request enrollment forms and instructions.
- ❑ Work directly with the provider to complete their enrollment process. (***Envoy Plan Services will not accept Provider enrollment forms.***)

**Step 2: Establish Salary Reduction Agreement (SRA)**

- After you have established your 403(b) and/or 457(b) account, you will need to submit a completed SRA to begin your payroll deduction contributions.

**Online:** To submit an online SRA go to Envoy's website at [www.envoyplanservices.com](http://www.envoyplanservices.com) and click on the Online SRA button at the top right of the page.

- a. This user-friendly system will guide you through the process of submitting a new Salary Reduction Agreement or amending an existing Salary Reduction Agreement.

**Paper:** See the Getting Started section above for instructions to obtain a paper SRA form

***Instructions for Submission of Distributions/Transactions:***

- Transactions for the Plan include: loans, transfers, rollovers, contract exchanges, QDROs, and all distributions.
- All transactions must be sent to Envoy for approval prior to submission to your provider for processing.
- To submit a transaction request to Envoy for approval follow the steps below:

**Online:**

- a. Go to Envoy's website at [www.envoyplanservices.com](http://www.envoyplanservices.com) and click on the Click on the Online Distributions button.
- b. This user-friendly system will guide you through a series of questions designed to help you obtain immediate approval certification. If your request is not eligible for immediate approval, the system will guide you through the process of submitting your distribution documents for further review.

**Paper:**

- a. Contact your provider and request their specific paperwork.
- b. Go to Envoy's website and obtain the Transaction Information Form, available on the Employer's home page.
- c. Complete and mail all of the paperwork to Envoy at the address below, or you can fax the paperwork toll free at 877-513-2272.

**ENVOY PLAN SERVICES, INC.**

**c/o TSACG**

**73 Eglin Parkway NE, Suite 202**

**Fort Walton Beach, FL 32548**

**(800) 248-8858 Toll Free Phone Number**

**(877) 513-2272 Toll Free Fax Number**

**Email us at: [info@envoyplanservices.com](mailto:info@envoyplanservices.com)**

**Website: [www.EnvoyPlanServices.com](http://www.EnvoyPlanServices.com)**

## 403(b) and 457(b) PLAN HIGHLIGHTS

### Tehama County Department Of Education, CA



We are pleased to offer the 403(b) Tax Sheltered Annuity Plan and the 457(b) Deferred Compensation Plan to eligible employees in order to help save for retirement. This notice provides a brief explanation of the provisions, policies, and rules that govern the 403(b) and 457(b) Plans offered. Plan administration services for the 403(b) and 457(b) Plans are provided by Envoy Plan Services, Inc. (Envoy). Visit the Envoy website ([envoyplanservices.com](http://envoyplanservices.com)) for information about enrollment in the Plan, investment product providers available, distributions, exchanges or transfers, loans, and rollovers.

Employees may make voluntary elective deferrals to the 403(b) and/or 457(b) Plans. Participants are fully vested in their voluntary contributions and earnings at all times. The IRS imposes a limit on the amount a participant may contribute each year. See the chart below for the maximum contribution limits.

Year	403(b) TSA	457(b) DCP	Total
2019 Basic Limit	\$19,000.00	\$19,000.00	\$38,000.00
*Age 50+ Catch-up	\$6,000.00	\$6,000.00	\$12,000.00
<b>Total</b>	<b>\$25,000.00</b>	<b>\$25,000.00</b>	<b>\$50,000.00</b>

\*Participants who are age 50 or older any time during the year qualify to make an additional contribution to their 403(b) and/or 457(b) accounts.

There are both pre-tax and post-tax retirement savings programs available to you.

**PRE-TAX 403(b) and 457(b):** Traditionally employees have supplemented their retirement savings by choosing to make their salary deferral contributions in the Plans on a pre-tax basis. A primary benefit of saving pre-tax is that it allows you to receive a tax deduction in the year of the salary deferral and all earnings on your account balances are also tax deferred. You are then able to defer all income taxes until you withdraw money from your account.

**POST-TAX 403(b):** Known as Roth 403(b), the IRS permits your salary deferral contributions to be deducted from your paycheck on a post-tax basis, so you are paying the income taxes today on your contributions. The earnings on your account balance are tax deferred and when you retire you never pay income tax on any of the income distributions you receive (subject to IRS requirements).

Please note that if you also make contributions, or have contributions made for you, to a 401(a) or 401(k) plan, you are limited by the overall 415(c)(1)(A) limit for all plans including 403(b), 401(a), and 401(k). If you are a participant in another retirement plan (excluding your State Retirement Program), please advise Envoy Plan Services, Inc.

**Eligibility and Entry Date:** Most employees are eligible to participate in the 403(b) and 457(b) Plans immediately upon employment; however, private contractors, appointed/elected trustees, and/or school board members and student workers may not be eligible to participate. Eligible employees can participate and enroll in either or both Plans upon employment or at any time after. **Note: If you have a 403(b) or 457(b) account with a previous employer, you must establish a new account to enroll in these Plans. Your salary deferral contribution into this Plan cannot be invested in the 403(b) or 457(b) Plan of a previous employer.**

#### **Getting Started:**

- Logon to [www.envoyplanservices.com](http://www.envoyplanservices.com)
- Click onto Client Center; then Click onto your State, County, and Employer.
- You are now on your Employer's home page on the Envoy website.

- **403(b) and 457(b) Plan Providers and Forms** – A complete list of Approved Providers and forms currently available in the Plan are listed on the Employer's home page.

#### **Step 1: Enrolling with a 403(b) and 457(b) Provider**

- Locate the provider of your choice from the list on your Employer's home page. (Contact information is listed for each approved provider.)
- Contact the provider directly to request enrollment forms and instructions and work directly with the provider to complete their enrollment process. (**Envoy Plan Services will not accept Provider enrollment forms.**)

#### **Step 2: Establish Salary Reduction Agreement (SRA)**

- After you have established your 403(b) and/or 457(b) account, you will need to submit a completed SRA to Envoy in order to begin your payroll deduction contributions.

**Online:** To submit an online SRA, go to Envoy's website at [www.envoyplanservices.com](http://www.envoyplanservices.com), and click on the Online SRA button at the top right of the page. This user-friendly system will guide you through the process of submitting a new Salary Reduction Agreement or amending an existing Salary Reduction Agreement.

**Paper:** See the Getting Started section above for instructions to obtain a paper SRA form.



**Plan Distributions:** Withdrawals from the Plan(s) are considered Distributions from the Plan(s). Distribution transactions may include any of the following dependent on the Employer's Plan Document: loans, transfers, rollovers, exchanges, hardships, unforeseen financial emergency withdrawals, or distributions. Participants may request these distributions by completing the necessary forms obtained from the provider and Envoy as required. All completed forms should be submitted to Envoy for processing.

**LOANS:** Participants may be eligible to borrow from their 403(b) and/or 457(b) Plan accumulations dependent on the provisions of the account contract with the investment provider and the Employer's Plan Documents. If loans are available, they are generally granted for a term of five years or less. Loans taken to purchase a principal residence can extend the term of the loan beyond five years dependent on the provisions of the account contract and the Plan Documents. Participants must repay their loans through monthly payments. Prior to taking a loan, participants should consult a tax advisor.

**TRANSFERS:** A Plan to Plan transfer is defined as the movement of a 403(b) and/or 457(b) account from a previous Employer's Plan with an authorized investment provider under the new Employer's Plan.

**ROLLOVERS:** Participants may move funds from one qualified Plan account, i.e. 403(b) account, 457(b) account, 401(k) account, or an IRA, to another qualified Plan account at age 59 ½ or when separated from service. Rollovers do not create a taxable event.

**EXCHANGES:** Within each Plan, participants may exchange account accumulations from one investment provider to another 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 the exchange. Exchanges can only be made from one 403(b) Provider to another 403(b) Provider or from one 457(b) Provider to another 457(b) Provider of the same Employer's Plan.

**HARDSHIP WITHDRAWALS:** Participants may be eligible to take a Hardship Withdrawal from their 403(b) account in the event of an immediate and heavy financial need. The eligibility requirements to receive a Hardship Withdrawal are provided on the Hardship Withdrawal Disclosure form at [www.envoyplanservices.com](http://www.envoyplanservices.com).

**UNFORESEEN EMERGENCY:** Participants may be able to take a withdrawal from their 457(b) account in the event of an Unforeseen Financial Emergency. The eligibility requirements to receive an Unforeseen Financial Emergency withdrawal are provided on the Unforeseen Financial Emergency Withdrawal Disclosure form at [www.envoyplanservices.com](http://www.envoyplanservices.com).

**Instructions for Submission of Distributions/Transactions:** To submit a distribution request to Envoy for approval, follow the steps below:

**Online:** Go to Envoy's website at [www.envoyplanservices.com](http://www.envoyplanservices.com), and click on the Online Distribution button. This user-friendly system will guide you through a series of questions designed to help you obtain immediate approval certification. If your request is not eligible for immediate approval, the system will guide you through the process of submitting your distribution documents for further review.

**Paper:** Contact your provider, and request their specific paperwork. Go to Envoy's website, and obtain the Transaction Information Form available on the Employer's home page. Complete and mail all of the paperwork to Envoy at the address below, or you can fax the paperwork to free to 877-513-2272.

**EMPLOYEE INFORMATION STATEMENT:** Participants in a 403(b) and/or 457(b) Plans are responsible for determining which, if any, investment vehicle best serve their retirement objectives. The Plan assets are invested solely in accordance with the participant's instructions. The participant should periodically review whether his/her objectives are being met, and if the objectives have changed, the participant should make the appropriate changes. Careful planning with a tax advisor or financial planner may help to ensure that the supplemental retirement savings plan meets the participant's objectives.



# FINISH

*Envoy's services are provided in conjunction with TSA Consulting Group (TSACG).*



**Transactions**

P.O. Box 4037  
Fort Walton Beach, FL 32549  
Toll-free: 1-888-248-8858  
Toll-free fax: 1-877-513-2272  
Email: [info@envoyplanservices.com](mailto:info@envoyplanservices.com)  
Website: [www.envoyplanservices.com](http://www.envoyplanservices.com)

**Overnight Deliveries**

73 Eglin Parkway NE, Suite 202  
Fort Walton Beach, FL 32548  
Toll-free: 1-888-248-8858  
Toll-free fax: 1-877-513-2272  
Email: [info@envoyplanservices.com](mailto:info@envoyplanservices.com)  
Website: [www.envoyplanservices.com](http://www.envoyplanservices.com)