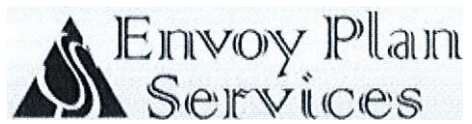


# LOS RIOS COMMUNITY COLLEGE DISTRICT

403(b) and 457  
Account Information



# What is the difference between a governmental 457(b) plan and a 403(b) plan?

Features	Governmental 457(b) Plan	403(b) Plan
Contribution Limits – Year 2019	<ul style="list-style-type: none"> <li>\$19,000 basic maximum contribution limit</li> <li>457(b) limits not coordinated with 403(b) plan</li> </ul>	<ul style="list-style-type: none"> <li>\$19,000 basic maximum contribution limit</li> <li>403(b) limits not coordinated with 457(b) plan</li> </ul>
Early Withdrawal IRS Penalty Tax	None – (normal income tax only)	10% early withdrawal penalty tax may apply under age 59 ½ plus normal income tax
Eligibility Rules	Non-discrimination rules do not apply	Universal Availability Rule non-discrimination applies
Small Balance Distribution	<ul style="list-style-type: none"> <li>Account balance \$5,000 or less</li> <li>No contributions in the past 24 months</li> </ul>	Not applicable
Age 50 Catch-Up Option	Total of \$6,000 annual limit – not permitted if special catch-up option used	Total of \$6,000 annual limit
Special Catch-Up Option	As permitted in the plan document, three years prior to normal retirement age as stated in the plan permits contribution of the lesser of: <ul style="list-style-type: none"> <li>Two times basic limit; subject to underutilized deferrals in past years</li> <li>Subject to strict IRS testing</li> </ul>	As permitted in the plan document, 15 years of service option increases limit by: <ul style="list-style-type: none"> <li>\$3,000 annually with a \$15,000 lifetime limit</li> <li>Subject to strict IRS testing</li> </ul>
Purchase Service Credit State Retirement System	Permitted	Permitted
Distribution Restrictions	<ul style="list-style-type: none"> <li>Severance from employment</li> <li>Age 70 ½ while employed</li> <li>Disability or death</li> <li>Small account balance</li> <li>Unforeseeable emergency</li> </ul>	<ul style="list-style-type: none"> <li>Severance from employment</li> <li>Age 59 ½ while employed</li> <li>Disability or death</li> <li>Financial hardship</li> </ul>
Portability of Plan Funds after Qualifying Event	Funds can be rolled over to: <ul style="list-style-type: none"> <li>Governmental 457(b) plan of another employer</li> <li>Another 457(b) provider approved in the plan</li> <li>IRA (Traditional, SEP, SAR – SEP, Roth)</li> <li>Pension, profit sharing, 401(k)</li> <li>If permitted by both plans</li> </ul>	Funds can be rolled over to: <ul style="list-style-type: none"> <li>Another 403(b) provider in the plan</li> <li>Another 403(b) plan</li> <li>Governmental 457(b) plan of another employer</li> <li>IRA (Traditional, SEP, SAR-SEP, Roth)</li> <li>Pension, profit sharing, 401(k)</li> <li>If permitted by both plans</li> </ul>
Hardship / Unforeseeable Emergency Distributions	Contributions may be distributed to the extent required for an unforeseeable emergency defined by the IRS as a severe financial hardship to you resulting from events such as a sudden and unexpected illness; an accident you or a dependent experience; loss of your property because of casualty; or other similar extraordinary and unforeseen circumstances arising as a result of events beyond your control. Withdrawals are only permitted for limited financial circumstances that must be substantiated.	Contributions may be distributed to the extent required for a financial hardship defined by the IRS as expenses deemed to be immediate and heavy, including: (1) certain medical expenses; (2) purchase of a principal residence; (3) tuition and related educational fees and expenses; (4) prevent eviction from, or foreclosure on, a principal residence; (5) burial or funeral expenses; and (6) certain expenses for the repair of damage to the employee's principal residence. Withdrawals are only permitted for limited financial circumstances that must be substantiated.
Loans	Applies to all accounts and all plans (403(b) & 457(b)) of the employer; limited to the lesser of: <ul style="list-style-type: none"> <li>\$50,000 or</li> <li>One half of the vested account balance</li> </ul>	Applies to all accounts and all plans (403(b) & 457(b)) of the employer; limited to the lesser of: <ul style="list-style-type: none"> <li>\$50,000 or</li> <li>One half of the vested account balance</li> </ul>
Required Minimum Distribution	RMD rules apply after the later of age 70 ½ or separation from service, or after death	RMD rules apply after the later of age 70 ½ or separation from service, or after death

**Los Rios Community College District  
403(b) & 457(b) Providers**

**457 PROVIDERS:**

---

**457(b) - CalPERS**

[calpers.inqplans.com](http://calpers.inqplans.com)  
800.260.0659

**457(b) - CalSTRS Pension2**

PO Box 15275 - MS 44  
Sacramento, CA 95851-0275  
[www.Pension2.com](http://www.Pension2.com)  
888.394.2060

**457(b) - Schools First**

Attn: Lanny Boyce  
1485 Response Rd #126  
Sacramento, CA 95816  
916.569.5400

**457(b) - TIAA-CREF**

P.O. Box 933326  
Atlanta, GA 31193-3326  
[www.tiaa-cref.org](http://www.tiaa-cref.org)  
800.842.2252

**403B PROVIDERS:**

---

**American Century**

4500 Main Street  
Kansas City, MO 64111  
[www.americancentury.com](http://www.americancentury.com)  
800.345.3533

**American Funds**

P.O. Box 6007  
Indianapolis, IN 46282  
[www.americanfunds.com](http://www.americanfunds.com)  
800.421.0180

**American United Life (AUL)**

One American Square 1122N  
Indianapolis, IN 46282  
[www.oneamerica.com](http://www.oneamerica.com)  
800.249.6269

**Americo Financial Life & Annuity  
Insurance Company**

P.O. Box 410288  
Kansas City, MO 64141-0288  
[www.americo.com](http://www.americo.com)  
800.982.8144

**Ameriprise Financial, Inc.**

70100 Ameriprise Financial Center  
Minneapolis, MN 55474  
[www.ameriprise.com](http://www.ameriprise.com)  
800.297.6663

**Annuity Investors Life Insurance  
Company**

P.O. Box 5423  
Cincinnati, OH 45201  
[www.annuityinvestors.com](http://www.annuityinvestors.com)  
800.789.6771  
Ext. 11415

**AXA Equitable Life Insurance  
Company**

1290 Avenue of the Americas  
New York, NY 10104  
[www.axaonline.com](http://www.axaonline.com)  
212.314.4600

**CalSTRS Pension2 (TIAA-CREF)**

P.O. Box 15275 - MS 44  
Sacramento, CA 95851-0275  
[www.Pension2.com](http://www.Pension2.com)  
888.394.2060

**Commonwealth Annuity & Life  
Insurance**

132 Turnpike Road, Suite 210  
Southborough, MA 01772  
[www.commonwealthannuity.com](http://www.commonwealthannuity.com)  
508.460.2400

**Fidelity Investments**

P.O. Box 770002  
Cincinnati, OH 45277-0009  
[www.fidelity.com/atwork](http://www.fidelity.com/atwork)  
800.343.0860

**Franklin Templeton Bank and Trust**

One Franklin Parkway  
San Mateo, CA 94403  
[www.franklintempleton.com](http://www.franklintempleton.com)  
800.527.2020

**FTJ FundChoice, LLC**

3029 Dixie Highway Suite 203  
Edgewood, KY 41017  
[www.FfJFundChoice.com](http://www.FfJFundChoice.com)  
800.379.2513

**Los Rios Community College District  
403(b) & 457(b) Providers**

**Horace Mann Life Insurance Company**  
#1 Horace Mann Plaza  
Springfield, IL 62715  
[www.horacemann.com](http://www.horacemann.com)  
800.999.1030

**Industrial-Alliance Pacific Life Insurance Company**  
P.O. Box 8118  
Blaine, WA 98231-8118  
[www.iaplifec.com](http://www.iaplifec.com)  
888.681.9201

**ING ReliaStar Life Insurance Company**  
20 Washington Ave.  
South Minneapolis, MN 55401  
[www.ingretirementplans.com](http://www.ingretirementplans.com)  
877.886.5050

**Jackson National Life Insurance Company**  
8055 E. Tufts Ave., 2nd Floor  
Denver, CO 80237  
[www.jnl.com](http://www.jnl.com)  
800.766.4683

**Life Insurance Company of the Southwest**  
1 National Life Drive  
Montpelier, VT 05604-5555  
[www.lifeofthesouthwest.com](http://www.lifeofthesouthwest.com)  
800.579.2878

**Lincoln National Life Insurance Company**  
1300 S. Clinton Street  
Fort Wayne, IN 46802  
[www.lfq.com](http://www.lfq.com)  
877.275.5462

**Massachusetts Mutual Life Insurance Company**  
140 Garden Street  
Hartford, CT 06154  
[www.massmutual.com](http://www.massmutual.com)  
800.272.2216

**MetLife Insurance Company**  
5973 Avenida Encinas Suite 208  
Carlsbad, CA 92008  
[www.metlife.com](http://www.metlife.com)  
1.888.638.1947

**Midland National Life**  
4601 Westown Parkway Ste 300  
West Des Moines, IA 50266  
[www.mnlife.com](http://www.mnlife.com)  
877.586.0240

**New York Life Insurance and Annuity Company**  
51 Madison Ave.  
New York, NY 10010  
[www.newyorklife.com](http://www.newyorklife.com)  
800.710.7945

**North American Company for Life & Health**  
4601 Westown Parkway, Suite 300  
West Des Moines, IA 50266  
[www.nacolah.com](http://www.nacolah.com)  
877.872.0757

**Oppenheimer Funds Distributor, Inc.**  
2 World Financial Center, 14th Floor 225  
Liberty Street  
New York, NY 10281  
[www.Oppenheimerfunds.com](http://www.Oppenheimerfunds.com)  
800.525.7048

**Pacific life Insurance Company**  
700 Newport Center Drive CP4- 150  
Newport Beach, CA 92660  
[www.pacificlife.com](http://www.pacificlife.com)  
800.800.9534

**PFS Investments**  
3120 Breckinridge Blvd  
Duluth, GA 30099  
[www.primerica.com](http://www.primerica.com)  
800.257.4725

**Los Rios Community College District  
403(b) & 457(b) Providers**

**Security Benefit Group**

One Security Benefit Place  
Topeka, KS 66636  
[www.securitybenefit.com](http://www.securitybenefit.com)  
800.888.2461

**Thrivent Investment Management,  
Inc.**

625 Fourth Avenue  
South Minneapolis, MN 55415  
[www.thrivent.com](http://www.thrivent.com)  
800.847.4836

**USAA Investment Management  
Company**

9800 Fredericksburg Road  
San Antonio, TX 78288-2400  
[www.usaa.com](http://www.usaa.com)  
800.531.8292

**USAA Life Insurance Company**

9800 Fredericksburg Road  
San Antonio, TX 78288-2400  
[www.usaa.com](http://www.usaa.com)  
800.531.8292

**VALIC**

2929 Allen Parkway  
Houston, TX 77019  
[www.valic.com](http://www.valic.com)  
800.892.5558

**Vanguard**

455 Devon Park Dr.  
Wayne, PA 19087-1815  
[www.vanguard.com](http://www.vanguard.com)  
800.662.2003

**Waddell & Reed, Inc.**

6300 Lamar Ave.  
Shawnee Mission, KS 66 201-9217  
[www.waddell.com](http://www.waddell.com)  
888.923.3355

# Los Rios Community College District 457(b) Plan

## Plan Highlights

**Introduction:** Los Rios Community College District is pleased to offer the 457(b) Deferred Compensation Plan (the Plan) to eligible employees in order to help save for retirement. The plan allows you to save on a tax deferred basis and also includes nonelective contributions paid for by Los Rios Community College District. Plan oversight and administration is provided by Envoy Plan Services.

This document outlines the key provisions of the plan as well as who to contact to enroll in the Plan or investment related questions, or other information. We encourage you to seriously consider taking advantage of this valuable benefit to help enhance your financial future.

### **Eligibility:**

- All Employees are eligible to participate in the Plan, excluding student workers, temporary classified employees and independent contractors.
- **Nonelective Contributions:** All employees are eligible for nonelective contributions, excluding student workers, temporary classified employees and independent contractors.

### **Entry Date:**

- Employees can enroll in the Plan immediately upon commencing employment.
- If you have a 457 Plan account with a previous employer, you must establish a new account to enroll in this Plan. Your Salary Deferral Contributions in this Plan cannot be invested in the 457 Plan of a previous employer.

### **Contribution Types:**

- **Employee Contributions:** Generally, you can contribute 100% of your income up to up to the [maximum allowable contribution limits](#) as adjusted annually by the Internal Revenue Service. You may be eligible to contribute an additional amount if you will be age 50 or older by the end of the year. Other special catch-up options may be available in your last three years of working prior to your Normal Retirement Age.
- **Nonelective Contributions:** Sample may make a nonelective contribution to the Plan at their discretion.

### **Vesting:**

- **Employee Contributions:** You are always 100% vested in your own contributions, plus earnings.
- **Nonelective Contributions:** You are 100% vested in Los Rios Community College District nonelective contributions immediately

**Withdrawal Options:** (Subject to each investment provider's policies. Check with your investment provider for availability.)

- **In-Service Withdrawal:** If you have not made a salary deferral to the Plan in the last two years and your account balance is \$5,000 or less; or, if you are age 70 ½ or older.
- **Separation of Service:** Various payment options are available. IRS early withdrawal penalty does not apply at any age.
- **Unforeseeable Emergency:** You may take a withdrawal for an unforeseeable emergency. An unforeseeable emergency is defined as a severe financial hardship to you resulting from events such as a sudden and unexpected illness; an accident you or a dependent experience; loss of your property because of casualty; or other similar extraordinary and unforeseen circumstances arising as a result of events beyond your control. Approval for an unforeseeable emergency withdrawal is not automatic.

### **Investments:**

- **Approved Providers:** A list of the approved investment providers in the Plan on Envoy's website at [www.envoyplanservices.com](http://www.envoyplanservices.com).
- **Establish a 457 Account:** Contact the approved provider directly that you have selected to establish your new account.
- **Salary Deferral Contributions: After your account is established,** complete a new Salary Reduction Agreement (SRA) form and submit it to Envoy Plan Services; your SRA must be received in the month prior to when salary deferral contributions begin. For more information refer to the SRA Instructions at [www.envoyplanservices.com](http://www.envoyplanservices.com)
- **Transfer Account:** You are permitted to transfer your 457 Plan account among all approved providers in the Plan. If have a 457 Plan account with a previous employer, and the 457 Plan of your previous employer permits, you are permitted to transfer your 457 Plan account with your previous employer to the Plan.

### **Please Contact:**

- **Investment Provider:** For forms such as distribution, loans, or hardships, account balances and to transfer funds.
- **Envoy Plan Services:** For any plan related questions, to start, stop or change contributions, or for all transactions please call 800-248-8858 or visit [www.SpokesKids.com/LosRiosCCD](http://www.SpokesKids.com/LosRiosCCD).

**Mail or fax all forms to:** Envoy Plan Services  
c/o MidAmerica Administrative & Retirement Solutions, Inc.  
402 South Kentucky Avenue, Suite 500  
Lakeland, FL 33801  
Toll Free Fax: 877-513-2272

**Refer to the Plan Document for more information on the Plan. In the event of a discrepancy, the Plan Document will prevail.**



c/o MidAmerica Administrative & Retirement Solutions, Inc.  
402 S. Kentucky Ave., Suite 500, Lakeland, FL 33801  
Toll free: 800.248.8858 ♦ Toll free Fax: 877.513.2272  
[www.EnvoyPlanServices.com](http://www.EnvoyPlanServices.com)

# Los Rios Community College District 403(b) Plan

## Plan Highlights

**Introduction:** Los Rios Community College District is pleased to offer the 403(b) Plan (the Plan) to eligible employees in order to help save for retirement. The plan allows you to save on a tax deferred basis and a Roth basis and also includes nonelective contributions paid for by Los Rios Community College District. Plan oversight and administration is provided by Envoy Plan Services.

This brochure outlines the key provisions of the plan as well as who to contact to sign up, for plan or investment related questions, or other information. We encourage you to seriously consider taking advantage of this valuable benefit to help enhance your financial future.

### **Eligibility:**

- **Employee Contributions:** All Employees are eligible to contribute to the 403(b) plan.
- **Nonelective Contributions:** All employees are eligible for nonelective contributions.

### **Entry Date:**

- Employees are able to enroll in the Plan immediately upon commencing employment with Los Rios Community College District.
- If you have a 403(b) Plan account with a previous employer, you must establish a new account to enroll in this Plan. Your Salary Deferral Contributions in this Plan cannot be invested in the 403(b) Plan of a previous employer.

### **Contribution Types:**

- **Employee Contributions:** Generally, you can contribute up to 100% of your income up to the [maximum allowable contribution limits](#) as adjusted annually by the Internal Revenue Service. You may be eligible to contribute an additional amount if you have 15 or more years of service. Plus, if you will be age 50 or older by the end of the year, you may qualify to contribute an additional amount.
- **Roth 403(b) Contributions:** Along with pre-tax deferrals, you have the option to contribute to the Plan on an after-tax basis by utilizing the Roth 403(b) option. The same limits apply as to those for Employee Contributions. Please contact your investment provider to ensure that the provider can accept Roth 403(b) Accounts.
- **Nonelective Contributions:** Sample may make a nonelective contribution to the Plan at their discretion.

### **Vesting:**

- **Employee Contributions:** You are always 100% vested in your own contributions, plus earnings.
- **Nonelective Contributions:** You are 100% vested in Sample's nonelective contributions immediately.

**Withdrawal Options:** (Subject to each investment provider's policies. Check with your investment provider for availability.)

- **In-Service Withdrawal:** If age 59 ½ or older.
- **Separation of Service:** Possible 10% penalty if under the age of 59½. Various payment options are available.
- **Loans:** Tax-free loans enable you to access your account without permanently reducing your account. The minimum loan amount is \$1,000. The maximum loan amount is limited to 50% of your elective deferral vested account balance not to exceed \$50,000, which apply to all 403(b) and 457(b) accounts in the aggregate. Generally loans must be repaid within 5 years; loans to purchase a principal residence can be amortized for longer periods. Loans not repaid in accordance with the repayment schedule will result in taxation of the outstanding loan amount and a possible 10% penalty.
- **Hardships:** You may take a withdrawal for a financial hardship. Hardship withdrawals are limited to the amount you have contributed to the plan and are only permitted for limited financial circumstances that must be substantiated.

### **Investments:**

- For a list of the approved investment providers available, please go to [www.envoyplanservices.com](http://www.envoyplanservices.com).

**Note: If your current provider is not listed on the approved provider list for your Employer at [www.envoyplanservices.com](http://www.envoyplanservices.com), they are not currently approved for your Employer's Plan. If you want to contribute to a provider that is not listed, please contact us at 800-248-8858.**

**If the provider of your choice is listed, please contact the provider for new account set up and transfer options. You must also complete a new Salary Reduction Agreement form and submit it to Envoy Plan Services before contributions may begin.**

### **Please Contact:**

- **Investment Provider:** For forms such as distribution, loans, or hardships, account balances and to transfer funds.
- **Envoy Plan Services:** For any plan related questions, to start or stop contributions, or change your deduction please call 800-248-8858 or visit [www.SpokesKids.com/LosRiosCCD](http://www.SpokesKids.com/LosRiosCCD).

**Mail or fax all forms to:** Envoy Plan Services  
c/o MidAmerica Administrative & Retirement Solutions, Inc.  
402 South Kentucky Avenue, Suite 500  
Lakeland, FL 33801  
Toll Free Fax: 877-513-2272



c/o MidAmerica Administrative & Retirement Solutions, Inc.  
402 S. Kentucky Ave., Suite 500, Lakeland, FL 33801  
Toll free: 800.248.8858 ♦ Toll free Fax: 877.513.2272  
[www.EnvoyPlanServices.com](http://www.EnvoyPlanServices.com)

**Refer to the Plan Document for more information on the Plan.  
In the event of a discrepancy, the Plan Document will prevail.**