



Employee Newsletter

WINTER 2025

THE BASICS OF 403(b) AND 457(b) PLANS

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

A 403(b) and/or 457(b) plan allows you to save for retirement on a tax-deferred basis. Your contributions are voluntary, and you can choose the amount based on your retirement goals.

For more specific information on your employer's plan, you can reference the Meaningful Notice, which can be found on your employer's page at:

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

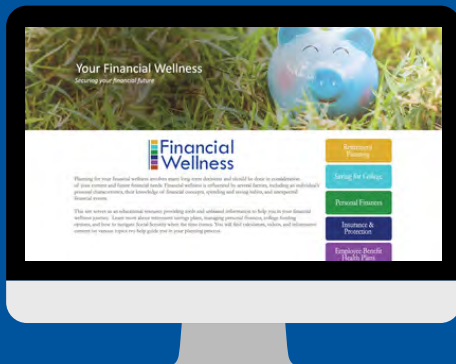
Why contribute to a 403(b) or 457(b) plan?

Although you may have a pension plan, that might not be enough to sustain you through retirement. The sooner you start contributing to a 403(b) or 457(b), the more you can boost your retirement income.

Financial Wellness Center

You can learn more about retirement savings plans, managing personal finances, college funding options, and how to navigate Social Security when the time comes.

Calculators, videos, and informative content on various topics can help guide you in your planning process.



To explore our Financial Wellness Center, go to:
<https://usrbpfinancialwellness.com>

How do I start contributing?

STEP 1



RESEARCH AND CHOOSE AN INVESTMENT PROVIDER

Find the list of authorized investment providers on your Plan Sponsor's (employer's) web page at: <https://www.tsacg.com>. Review and research your options.

STEP 2



OPEN AN ACCOUNT WITH YOUR SELECTED INVESTMENT PROVIDER

Contact your selected investment provider and establish an account. Unless your employer offers QuickENROLL, you **must** open an account with an investment provider before moving to Step 3.

STEP 3



COMPLETE AND SUBMIT A SALARY REDUCTION AGREEMENT

Choose the amount you want to contribute each pay period, and fill out the Salary Agreement form via the option on your Plan Sponsor's (employer's) web page at: <https://www.tsacg.com>.

CONGRATULATIONS!

YOU'RE ON YOUR WAY TO SAVING FOR YOUR FUTURE!





Online Employee Education

We are excited to provide electronic Meaningful Notice/Universal Availability information for all employees in lieu of printed material this year.

Employees can access this important plan specific information on demand by visiting their employer's page hosted on our website.



Simply select your state and then your employer from the list provided at <https://www.tsacg.com/individual/plan-sponsor/>

Once you access your employer's page, look on the right hand side of the page under "Forms," where you will find PDF copies of your plan specific information including the following:

- 2025 Annual Retirement Benefits Guide
- 2025 Meaningful Notice
- Plan Participation Guide
- Various Employer Specific Forms

Online Distribution System

OMNI/TSACG continues to maintain an advanced Web-based Online Distribution System (ODS) for use by participants, plan sponsors, and investment providers assisting participants. The system provides employees the ability to submit their transaction request 24 hours a day, seven days a week. Utilizing online transaction forms is the fastest and easiest way for authorization of a distribution from your account.

ODS can be easily accessed on our site, and the direct link is <https://transaction.tsacg.com>. Distribution transactions may include loans, transfers/exchanges, rollovers, hardship withdrawals, QDROs, or cash distributions. Only transactions allowed by your employer's plan can be processed. In addition, OMNI/TSACG representatives are available to assist users or answer questions if necessary.

MAC Limit for 2025

2025 LIMITS

U.S. OMNI & TSACG Compliance Services (OMNI/TSACG) is pleased to share that the IRS increased the Maximum Allowable Contribution (MAC) limits for 2025. All employees, regardless of age or years of service, may contribute up to \$23,500 to their 403(b), 457(b) or 401(k) account in 2025. (The limit is coordinated for 403(b) and 401(k) accounts. 457(b) accounts are not coordinated with other plans.)

403(b) Elective Deferral Limit = \$23,500.00* for 2025 Plan Year

457(b) Deferral Limit = \$23,500.00* for 2025 Plan Year

* More information is available on the "Contributions Guidelines" page of our website:

<https://www.tsacg.com/calculations/contributions-guidelines>

Customer Service Participant Transactions Team

Toll-Free Phone: 1.888.796.3786, Option 4

Online Distribution System:
<https://transaction.tsacg.com>

Email for Transaction Status Inquiries:
recordkeeping@tsacg.com

In addition, bilingual (Spanish) Customer Service Representatives are available for assistance.