

Annual Retirement Benefits Guide



2020



Middlebury Community Schools

Middlebury Community Schools, IN



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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.



Retirement is a life goal that everyone shares, but how each person reaches that goal differs vastly. In order to help you get ready for your retirement, your employer has established voluntary 403(b) and/or 457(b) plans that allow 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 a few enrollment documents with the investment provider company to open your account with them directly.

Your employer has contracted with TSA Consulting Group, Inc. (TSACG) to be the Administrator of these voluntary retirement plans, and we provide several additional online services for your convenience including the following:

- **Employer Specific Webpages** - TSACG 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 and day-to-day preparations 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 an allowable distribution transaction. 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 your book in a safe location for reference throughout the year.

Please visit TSA Consulting Group, Inc.'s website to view online video presentations about the different types of retirement plans and the benefits of participation. You will also find (if applicable) salary reduction forms needed for beginning, stopping, or changing a contribution amount on your employer specific page.



<https://www.tsacg.com>

Are you eligible to participate?

Most employees are eligible to participate in the 403(b) plan upon hire. However, private contractors, trustees, school board members, and/or student workers are not eligible to participate in the 403(b) plan. If you participate in a supplemental retirement plan through your employer, you are fully vested in your contributions and earnings at all times.

Are you ready to take action?

Once you are ready to participate in your employer's 403(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 can be found at <https://www.tsacg.com/individual/plan-sponsor>.

How do you enroll?

Complete a Salary Reduction Agreement (SRA) form for your 403(b) account. This form authorizes Middlebury Community Schools to withhold contributions from your pay and send the funds to your Middlebury Community Schools 403(b) Plan account. Complete a 403(b) Account Application. The 403(b) Account Application details account holder information, beneficiary designation, and investment election(s).

To obtain a Salary Reduction Agreement (SRA), and 403(b) Account Application contact Middlebury Community Schools Business Services (574 825-9425).

The total annual amount of a participant's 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 your convenience, the 2020 MAC limits are printed within this guide and a MAC calculator is available online at <https://www.tsacg.com/calculations/mac-calculator/>.

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 usually 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 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 located at <https://www.tsacg.com> 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 pages on <https://www.tsacg.com> regularly for updates.

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.

You may also consider asking the following questions, as well as any others you may have, to help you evaluate what product is best for you.

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.

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

TSA Consulting Group, Inc.

<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

www.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.

Choose to Save

www.choosetosave.org

Valuable information about saving for retirement.

Employee Benefit Research Institute

www.ebri.org

Provides information on employee benefit programs.

Employee Benefits Security Administration

www.dol.gov/ebsa

Information on pensions, COBRA, Plan Sponsors, Compliance, Fraud and more.

Internal Revenue Service

www.irs.gov

Your #1 Source for tax information including changes to the tax code.

Morningstar

www.morningstar.com

Follow information on stocks, funds, and factors affecting the stock market.

Social Security Administration

www.ssa.gov

Find answers to all your questions concerning Social Security.

Standard and Poors Company

www.standardandpoors.com

A good source of information on company ratings, fund information, indices, and more.

TSA Consulting Group, Inc. does not offer investment advice, sell or market any investment/insurance products.

What is “the plan” ?

The plan encompasses the provisions of a 403(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 403(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.

What 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 TSA Consulting Group, Inc. (TSACG).

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, TSACG's 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 or attainment of age 59½.

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 an age-based "additional amount" this year. The following worksheet is designed to help you and your representative determine your MAC for this calendar year.

Worksheet for 403(b) and 403(b)(7) Accounts Only

Basic Limit: \$19,500.00
 The basic limit is 100% of your includible compensation up to **\$19,500**. This worksheet assumes that your income will exceed \$19,500.

Age-Based Addition Limit (Age 50 or older):
 If your date of birth falls on or before 12/31/1970, you may contribute an additional **\$6,500** in the 2020 calendar year.

Your Age Based Addition allowed for 2020 is: \$ _____
 (Amount will be \$0.00 if you are less than fifty years of age).

MAC Limit for 2020: \$ _____

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) chart above shows what you are allowed to contribute toward your retirement plan(s) this calendar year.

Basic Annual Limit - The 2020 calendar year limit for 403(b) elective deferrals is defined as up to 100% of includible compensation up to **\$19,500**.

Age-Based Additional Amount - Employees who are age 50 or older by December 31, 2020, may contribute up to an additional **\$6,500 above the 403(b) basic annual limit of \$19,500 for a total of \$26,000**. The participant's years of service with the employer is not a factor in determining eligibility for this higher limit.

Your MAC calculation

TSA Consulting Group, Inc. certifies that the above calculation meets the IRS guidelines only for the year it was calculated, assuming that all information provided by the employee and/or the employer is accurate and complete. These calculations have been provided for informational purposes only. Participants are responsible for ensuring that total annual contributions to all 403(b) accounts do not exceed the maximum allowable contribution limits.

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. Employees who are not currently participating in a personal retirement savings plan through their employer may want to retain this worksheet for future reference.

NOTE: Employees who maintain and contribute to both a 401(k) and 403(b) account 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 each year from their account representative or professional advisor.

Can distributions be taken?

Typically, participants may not take a distribution of plan accumulations without tax penalty unless they have attained age 59½ or separated from service in the year in which they turn 55 or older. The Internal Revenue Service regulations restrict other 403(b) plan distributions.

When are distributions permitted?

Generally, a distribution cannot be made from a 403(b) account until you:

- reach age 59½;
- have a severance from employment;
- are deceased;
- become disabled;
- in the case of salary reduction contributions, encounter a specific financial hardship; or
- have a qualified reservist distribution.

In addition to the information provided in this section, the IRS makes available at www.irs.gov several publications which speak to retirement plan transactions and taxation. These publications include the following:

- 571 - Tax Sheltered Annuity Plans (403(b) Plans) For Employees of Public Schools and Certain Tax-Exempt Organizations;
- 575 - Pension and Annuity Income.

Are there any taxes on distributions?

Yes, a distribution from a traditional 403(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.



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

Can loans* be taken out on a 403(b) account?

Depending on the provisions of your 403(b) account contract and the provisions of the employer's plan, you may be eligible to take a loan from your 403(b) account.

If available, general-purpose loans are generally 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 403(b) investment provider to another 403(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.

When do the required minimum distributions begin?

Participants must begin receiving minimum distributions from the Plan by April 1 following the year you turn age 72, or if later, the year in which you retire.

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. 403(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?*

The term plan-to-plan transfer means that the participant is moving his or her 403(b) and/or 457(b) account from one sponsor's plan and retaining the same account with the authorized investment provider under the new plan sponsor'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 hardship withdrawals for 403(b) plans* be taken?

You may be able to take a hardship withdrawal in the event of an immediate and specific heavy financial need. To be eligible for a hardship withdrawal according to IRS Safe Harbor regulations, you must verify and provide evidence that the distribution is being taken for one or more of the following six reasons: 1. eligible medical expenses; 2. the purchase of a principal residence (excluding mortgage payments); 3. tuition payments and/or room and board for the next 12 months of post-secondary education for the participant, his/her spouse or dependents; 4. payments necessary to prevent foreclosure on the mortgage of, or eviction from, a principal residence; 5. funeral expenses for a family member; or 6. loss or damage as a result of a natural disaster (for example, an earthquake).



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

ART Online Transaction Processing

The online Aggregated Records and Transactions (ART) system is the fastest and easiest way for authorization of a distribution from your account. This online resource is accessible to many employers and participants through TSACG's ART website located at <https://www.tsacg.com>. Click on the ART link.

Distribution transactions may include loans, transfers/exchanges, rollovers, hardship withdrawals, QDROs, or cash distributions.

By using ART, approval certificates for allowable transactions may be provided immediately for submission to your Investment Provider. Transactions such as hardships, 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.

In addition to transaction submission, the ART system allows you to view information on your previous transactions as well as any account information your Investment Provider has provided for the system.

Implementation of ART is ongoing and is dependent on receipt of data on a regular basis from both the employer and the Investment Provider. If ART is not available, TSACG has the necessary forms available online to complete a plan transaction. These forms can be accessed on TSACG's website at <https://www.tsacg.com>.

Transaction Forms

All transactions require a Transaction Information form, which is available online at <https://www.tsacg.com>, as well as applicable Investment Provider form(s), obtained from your Investment Provider, to be submitted. You may request distributions by completing the necessary forms and submitting all completed documents to TSACG via fax at 1-866-741-0645 or 1-866-814-0622 for processing. Carefully reviewing all documentation, verifying that you have signed all necessary forms, and verifying that you have included any necessary evidence will help TSACG avoid delays that are caused by incomplete documentation.

In the event that the online transactions system (ART) is not available for your plan, the most efficient way to submit plan distribution transaction forms to TSACG is by fax to one of the following numbers:

1-866-741-0645 or 1-866-814-0622

Submitting Forms to TSACG

For transactions that require the original documents, please mail to the following address:

TSA Consulting Group, Inc.
Attn: Participant Transaction Dept.
P.O. Box 4037
Fort Walton Beach, FL 32549

For assistance with transactions, please call 1-888-796-3786 and select option 4.

If ART has been implemented for your employer, please utilize the online service at <https://www.tsacg.com> and click on the ART link to request all transactions. If ART is NOT available, download the Transaction Information form from <https://www.tsacg.com/forms/> and follow the instructions shown below. TSACG requires the following forms and documentation to process the transactions listed below:

TRANSACTION REQUESTED

Contract Exchanges, Rollovers
- incoming and outgoing

Transfers

403(b) Hardship Withdrawals

403(b) Loans

403(b) Cash Withdrawals
(due to qualifying event only; i.e., age 59 1/2 or a separation from service)

Transfer - Purchase of
Service Credit

FORMS NEEDED FOR PROCESSING

Submit complete Investment Provider paperwork for transaction and the following:

- Completed Transaction Information form
(Original forms may be required by the Investment Provider)

Submit complete Investment Provider paperwork for transaction and the following:

- Completed Transaction Information form
(Original forms may be required by the Investment Provider)

Submit complete Investment Provider paperwork for transaction and the following:

- Completed Transaction Information form
- Completed Hardship Withdrawal Disclosure form
- Evidence of expenses equal to or more than amount requested
Please note that evidence of expenses MUST be provided for approval of request

Submit complete Investment Provider paperwork for transaction and the following:

- Completed Transaction Information form

Submit complete Investment Provider paperwork for transaction and the following:

- Completed Transaction Information form

Submit complete Investment Provider paperwork for transaction and the following:

- Completed State Retirement System Documents
- Completed Transaction Information form
(Original forms may be required by your Investment Provider and/or retirement system)

***PLEASE NOTE:**

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

16 STATE RETIREMENT INFORMATION

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, and 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.



**For more information
on your state's retirement plan,
please visit <https://www.tsacg.com>.
The "Retirement System Links"
page has a link to your state
retirement website.**

Note: Your state retirement system is not associated with your supplemental retirement account or TSA Consulting Group, Inc.

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