

SAVING



Saving for Retirement Is
a Marathon, Not a Sprint

2019
ANNUAL
RETIREMENT
BENEFITS
GUIDE

School City of Hobart

ANNUAL RETIREMENT BENEFITS GUIDE

2019

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Everyone is familiar with the idea that slow and steady wins the race. This concept is especially appropriate when discussing the growth of retirement savings. Small amounts saved over a long period of time accumulate with potential earnings and interest to provide a sizeable account balance when you finally reach retirement age.

This strategy is best applied to the saving and accumulation of money within a voluntary 403(b) and/or 457(b) account simply because money can be directed from your paycheck and sent directly to the authorized investment provider you select.

Your employer will handle this process based on the instructions you provide them via a Salary Reduction Agreement. These contributions are deducted from your paycheck before taxes, and when made over a long period of time, the accumulation will be an additional source of income during a time of life when your retirement income alone might not meet all of your financial needs.

While most people expect that their expenses will be greatly reduced in retirement, the Bureau of Labor Statistics states that the average household of those 55 and over incurred annual expenditures of over \$49,000 in 2014*. Of course, this figure will rise due to inflation, so it's easy to see how this amount may surprise those who think that their needs will be met by pensions and/or Social Security alone. The reality is that for the average American, additional retirement income is necessary to augment these sources in order to sustain a comfortable standard of living with reduced stress over finances.

The best way to determine what you may want and/or need during your retirement years is to map out your goals and anticipated financial needs for the future. This exercise can be done by writing down a list of items or by using one of the many planning calculators found in the Financial Wellness Center at www.tsacg.com. Local investment provider representatives are also available to sit down with you to help you plot out your future needs. To help you reach this slow and steady growth for your future needs, defer money today for use tomorrow. Whether you expect to retire in the next 5 years or 30 years, you will experience the same concerns about inflation and basic living expenses. The information contained in this guide will help you find the necessary elements to make your accounts grow to supplement for an enjoyable retirement.

*Foster, Ann C. "A Closer Look at Spending Patterns of Older Americans." U.S. Department of Labor, Bureau of Labor Statistics. (2016). *Beyond the Numbers*, March 2016, Vol. 5/No. 4

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.



www.tsacg.com

Creating a plan of action for your retirement is crucial for your future. Determining the best way to approach your goals and implementing a plan that works for you and your family is the priority. Taking the slow and steady approach can help you accumulate for the long term, and by voluntarily contributing to a supplemental plan, you can work towards achieving your goal one mile at a time.

Are you eligible to participate?

Most employees are eligible to participate in the 403(b) and/or 457(b) plan(s) upon hire. However, if you are a private contractor, trustee, school board member, and/or student worker, you 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) and/or 457(b) plan(s), 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 is located at www.tsacg.com/individual/plan-sponsor/.

How do you enroll?

After establishing your retirement account, you must complete a Salary Reduction Agreement (SRA) form for your 403(b) account, and/or a Deferred Compensation enrollment form for your 457(b) account. These forms authorize your employer to withhold contributions from your pay, and send the funds to your selected Investment Provider on your behalf.

The SRA form and/or Deferred Compensation enrollment form is necessary to begin or modify contributions, change allocations between Investment Providers, change the total amount of contributions, or end payroll contributions. These forms are available for download or printing at www.tsacg.com/individual/plan-sponsor/.

Please be aware that submitting a SRA form and/or a Deferred Compensation enrollment form does not open an account with the selected Investment Provider. You must contact an Investment Provider Representative/Investment Provider to open an account with your selected Investment Provider prior to submitting a SRA form and/or a Deferred Compensation enrollment form.

The total annual amount of your 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 2019 MAC limits are printed within this guide and a MAC calculator is available online at 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 at 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 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.

What are the Benefits of 403(b) and 457(b) plans?

There are many benefits to contributing to 403(b) and 457(b) plans.

- 1) **Contributions Deposited into Individual Accounts** - You own your account and make all decisions concerning the amount of your retirement savings contributions.
- 2) **Convenience of Payroll Contributions** - Your employer sends each of your contributions to your selected provider company for deposit.
- 3) **High Annual Contribution Limits** - For 2019, employees can contribute up to \$19,000 to their account. Some employees may qualify for other additional amounts. Information concerning these additional amounts is provided within this Guide.
- 4) **Flexible Contributions** - You may change the amount of your contribution during the year as allowed by your employer.
- 5) **Benefits Paid to Your Beneficiary at Death** - All funds in your account are payable to your beneficiary upon your death.

It is important to note that these accounts are designed for long-term accumulation. You should consult with your financial advisor or tax consultant to determine the potential advantages of a traditional 403(b) and/or 457(b) account.

How are traditional 403(b) & 457(b) account contributions made?

Contributions made to a traditional 403(b) or 457(b) account are pre-tax reductions from your paycheck. Therefore, your income tax is reduced for every payroll contribution you make. Any earnings on your deposits are tax-deferred until withdrawn, usually during retirement. All withdrawals from traditional 403(b) or 457(b) accounts are taxed during the year of the withdrawal at your income tax rate applicable for that year.

If you choose to participate in both a 403(b) and a 457(b) account, you may contribute up to the maximum allowable limit for each plan every calendar year. You can defer a maximum of \$19,000 to a 403(b) account and \$19,000 to a 457(b) account for a total of \$38,000 during the calendar year. These amounts could be higher for employees who qualify for additional amounts defined under the plan.

**What are the provisions for 403(b) & 457(b) accounts?**

Qualified retirement plans, such as 403(b), 401(k) and IRAs apply additional taxes on distributions prior to age 55 and separation from service or attainment of age 59½.

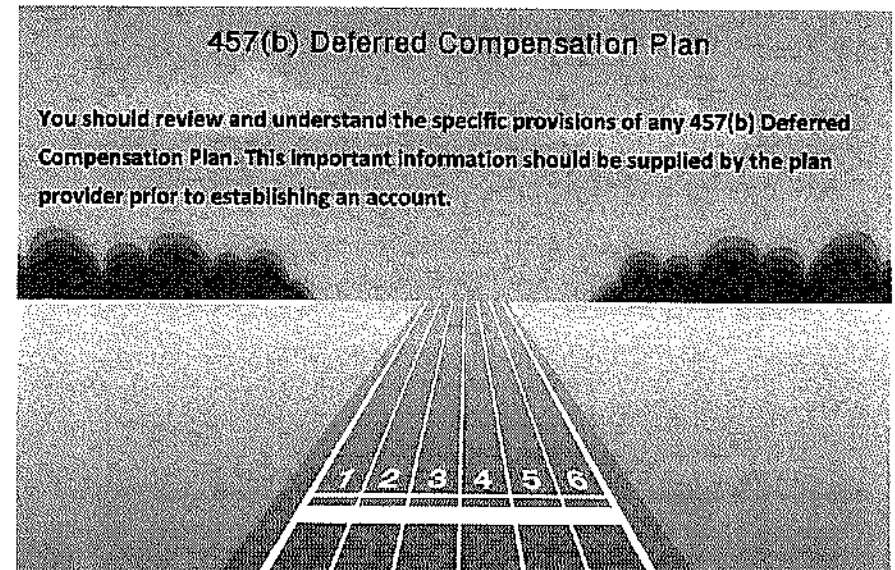
Provisions for distributions from 457(b) accounts differ from provisions for 403(b) plans. You may elect to take distributions at any time after separation from service, regardless of age, or defer distributions until age 70½. Distributions will be subject to normal income tax during the year in which they are received.

The decision to participate in a 403(b) plan and/or a 457(b) plan should reflect your future financial needs. For example, if you plan to retire and begin withdrawals prior to age 55, you may benefit from special 457(b) rules which allow these withdrawals without incurring a 10% tax surcharge applicable to qualified retirement plans such as 403(b) and 401(k).

How are Roth 403(b) & 457(b) contributions made?

Contributions made to a Roth account are after-tax deductions from your paycheck and are subject to limit coordination with traditional accounts. Income taxes are not reduced by contributions you make to your account. All qualified distributions from Roth accounts are tax-free. Any earnings on your deposits are not taxed as long as they remain in your account for five years from the date that your first Roth contribution was made. Roth 403(b) distributions may be taken if you are 59½ (subject to plan document provisions) or at separation from service, while Roth 457(b) distributions may be taken once you have separated from service.

Please note, you should speak with your financial advisor to determine how participation can help meet future financial goals.



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

TSA Consulting Group, Inc.
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) and/or 457(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) and/or 457(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.

Who 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:

The basic limit is 100% of your includible compensation up to \$19,000. This worksheet assumes that your income will exceed \$19,000.

\$19,000.00

Age-Based Addition Limit (Age 50 or older):

If your date of birth falls on or before 12/31/1959, you may contribute an additional \$6,000 in the 2019 calendar year.

Your Age Based Addition allowed for 2019 is: \$ _____
(Amount will be \$0.00 if you are less than fifty years of age).

MAC Limit for 2019: \$ _____

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 - \$19,000 for 2019 - The 2019 calendar year limit for 403(b) elective deferrals is defined as up to 100% of includible compensation up to \$19,000.

Age-Based Additional Amount - Employees who are age 50 or older by December 31, 2019, may contribute up to an additional \$6,000 above the 403(b) basic annual limit of \$19,000 for a total of \$25,000. 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

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 permissible 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 - (403(b) Plans);
- 575 - Pension and Annuity Income - (403(b) Plans);
- 4484 - Plan Feature comparison Chart (Choose a Retirement Plan) - (457(b) Plans).

Are there taxes on distributions?

Yes, a distribution from a traditional 403(b) or 457(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.



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.

NOTE: 457(b) loan provisions are similar to 403(b) provisions. However, not all Investment Providers offer 457(b) loans.

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.

NOTE: Exchanges between 457(b) Investment Providers are similar to 403(b) exchanges.

When do the required minimum distributions begin?

You must begin receiving minimum distributions from the Plan by April 1 following the year you turn age 70½, 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).

When can unforeseen financial emergency withdrawals for 457(b) plans* be taken?

You may be able to take a withdrawal from your 457(b) account in the event of an unforeseen financial emergency. An unforeseeable emergency is defined as a severe financial hardship of the participant or beneficiary. These emergencies are typically caused by a sudden and unexpected event such as an illness or accident involving the participant or beneficiary, the participant's or beneficiary's spouse, or the participant's or beneficiary's dependent; loss of the participant's or beneficiary's property due to casualty (including the need to rebuild a home following damage to a home not otherwise covered by homeowner's insurance, such as damage that is the result of a natural disaster); or other similar extraordinary and unforeseeable circumstances arising as a result of events beyond the control of the participant or the beneficiary. For example, the imminent foreclosure of or eviction from the participant's or beneficiary's primary residence due to unanticipated events, such as a sudden and unexpected illness or accident, may constitute an unforeseeable emergency. In addition, the need to pay for medical expenses, including non-refundable deductibles, as well as for the cost of prescription drug medication, may constitute an unforeseeable emergency. Finally, the need to pay for the funeral expenses of a spouse or a dependent, of a participant or beneficiary may also constitute an unforeseeable emergency. The purchase of a home and the payment of college tuition are not unforeseeable emergencies.

* 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 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 www.tsacg.com.

Transaction Forms

All transactions require a Transaction Information form, which is available online at 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 www.tsacg.com and click on the ART link to request all transactions. If ART is NOT available, download the Transaction Information form from www.tsacg.com and follow the instructions shown below. TSACG requires the following forms and documentation to process the transactions listed below:

TRANSACTION REQUESTED	FORMS NEEDED FOR PROCESSING
Contract Exchanges, Rollovers - incoming and outgoing	Submit complete provider paperwork for transaction and the following: * Completed Transaction Information form (Original forms may be required by the provider)
Transfers	Submit complete provider paperwork for transaction and the following: * Completed Transaction Information form (Original forms may be required by the provider)
403(b) Hardship Withdrawals	Submit complete provider paperwork for transaction and the following: * Completed Transaction Information form * Completed Hardship Withdrawal Disclosure form * Evidence of expenses equal or more than amount requesting <i>Please note that evidence of expenses MUST be provided for approval of request</i>
457(b) Unforeseen Emergency Withdrawals	Submit complete provider paperwork for transaction and the following: * Completed Transaction Information form * Completed Hardship Withdrawal Disclosure form * Evidence of expenses equal or more than amount requesting <i>Please note that evidence of expenses MUST be provided for approval of request</i>
403(b) and 457(b) Loans	Submit complete provider paperwork for transaction and the following: * Completed Transaction Information form
403(b) and 457(b) Cash Withdrawal (due to qualifying event only, i.e., age 59 ½ or separation from service)	Submit complete provider paperwork for transaction and the following: * Completed Transaction Information form
Transfer - Purchase of Service Credit	Submit complete provider paperwork for transaction and the following: * Completed Provider Paperwork * Completed State Retirement System Documents * Completed Transaction Information form (Original forms may be required by the 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.

As a public education 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.

State Retirement Information

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

DISCLAIMER: The state retirement information contained within the "ARBG" has not been approved or endorsed by your state retirement system.

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

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