

457 and 403B Notices

Time Flies...

Before you know it, it might be the day before retirement. Are you ready?

Goochland County Public Schools offers four ways to save for retirement - two types of 403(b) plans (one tax-deferred and one taxable) and two 457(b) plans (one tax-deferred and one taxable). The contribution limits are for each separate plan so you can contribute to both at the same time.

403(b) Plans

Goochland County Public Schools offers a 403(b) Retirement Plan for all employees who receive a W-2 and elect to make annual voluntary contributions of at least \$200 to a 403(b) investment.

A 403(b) plan is a tax-deferred retirement program that permits you to reduce your compensation on a pre-tax basis and have the contribution deposited into a 403(b) investment (a TSA, tax-sheltered annuity, is an example). The plan also allows employees to make 403(b) retirement contributions on an after-tax basis (a Roth 403(b) contribution).

Each year, the IRS establishes limits to the annual contributions you can make to a 403(b) plan. If you are age 50 or older, you are also permitted to make additional "catch-up" contributions. For 2015, the limit is \$18,000 for participants under age 50 and up to \$24,000 for participants who become age 50 or older during this calendar year. These limits apply to all 403(b) plans combined but are separate from the contribution limits for a 457(b) plan.

Should you choose to take advantage of this retirement savings opportunity, you will need to complete enrollment paperwork provided by the investment provider and a salary reduction agreement that authorizes us to deduct money from your paycheck. If you already have an SRA and you are satisfied with your contribution, you do not need to do anything more.

We encourage you to contact each vendor for information about the 403(b) products and services it offers, so you can decide which one is best suited to meet your retirement objectives.

457(b) Plan

Goochland County Public Schools also offers a 457(b) Deferred Compensation Plan for all employees who receive a W-2 and elect to make annual voluntary contributions of at least \$200 to a 457(b) investment.

A 457(b) plan is a tax-deferred deferred compensation program that permits you to reduce your compensation on a pre-tax basis and have the contribution deposited into a 457(b) investment. Although many use the 457(b) plan for retirement planning, the IRS does not consider it a retirement plan.

Each year, the IRS establishes limits on the annual contributions you can make to a 457(b) plan. If you are age 50 or older, you are also permitted to make additional “catch-up” contributions. For 2015, the limit is \$18,000 for participants under age 50 and up to \$24,000 for participants who become age 50 or older during this calendar year. These limits are separate from the limits on the 403(b) plans.

Should you choose to take advantage of this retirement savings opportunity, you will need to complete enrollment paperwork provided by the investment provider and a salary reduction agreement that authorizes us to deduct money from your paycheck.

We encourage you to contact each vendor for information about the 457(b) products and services it offers, so you can decide which one is best suited to meet your retirement objectives.

Your 403(b) and/or 457(b) investment choice is a personal decision. The vendors shown on the attached sheet can advise you on the option most suitable for you. If you are participating in the VRS Hybrid Plan please include this in the information you give to your selected vendor.

The Goochland County Public Schools has no liability for any employee's election to participate in the 403(b) plan or 457(b) plan, choice of 403(b) or 457(b) vendor(s), or the expected tax consequences resulting from participating in the 403(b) or 457(b) plan.

Goochland County Public Schools does not provide tax, legal or investment advice and recommends that you seek advice from professionals who specialize in these areas before making any investments.

It is possible to make a change in the contribution amount or to stop your contribution at any time. You will need to complete a new Salary Reduction Agreement and provide it to the Payroll office to do so. The change will take effect for the next available payroll period after the Payroll Office has processed the new Salary Reduction Agreement. (Changes cannot be made on July and August payrolls for 10 month employees unless a new SRA is received prior to June 20.)

If you have any questions about our 403(b) Plan (pre-tax basis or after-tax basis) or 457(b) Plan, please contact Debbie White (804) 556-5607 or Stephanie Wyche (804) 556-5608 or the Plans' third party administrator, ADMIN Partners, LLC at 877-484-4400.



Goochland County Public Schools 403(b) and 457(b) Plan Vendors

Vendor	Contact Name	Phone Number	E-Mail	Offer 403(b) Plan	Offer 457(b) Plan
AXA Equitable	Ivan Mattox	804-539-8292	Ivan.Mattox@axa-advisors.com	X	X
**Edward Jones (Aspire Financial)	Brad Dalton	804-741-8843	Brad.Dalton@edwardjones.com	X	X
First Investors Corporation	James Kmetz	804-346-4670 ext. 303	James.Kmetz@firstinvestors.com	X	X
The Horace Mann Companies	Eric Coffer	804-741-3742	Eric.Coffer@horacemann.com	X	X
Lincoln Financial Group	Ryan Drake	804-545-1584	Ryan.drake@lfg.com	X	X
Met Life -- Financial Services of Virginia	Artis Garrett or Justin Lacy	804-282-7522 ext 159 or 804-622-0563	ajgarret@metlife.com or jlacy@fsvllc.com	X	X
Primerica Financial Services	Edward Colley	804-559-4959	ECOLLEY.V0970@PRIMERICA.COM	X	
Virginia Retirement Specialists (ING/Oppenheimer)	TBD	TBD		X	X

529 Plan

Saving for your child's College Education never got easier—With a GCPS-sponsored 529 Plan

Goochland County Public Schools offers an employer-sponsored 529 college savings plan. Take advantage of savings available only to specific CollegeAmerica employers where Class E shares can be purchased without a sales charge.

Goochland County Public Schools offers a 529 College Savings Plan for all employees who receive a W-2 and elect to make voluntary contributions to a 529 investment.

A 529 plan is a tax-advantaged college savings program that permits you to set aside money for anyone (your child or grandchild, for example) that needs to save for higher-education expenses such as tuition, room and board, and required books and supplies. The contributions are not given pre-tax through a payroll reduction agreement but the withdrawals (with earnings) are free from federal and state taxes if used for higher education.

Should you choose to take advantage of this financially advantageous college savings opportunity, you will need to complete enrollment paperwork provided by Brad Dalton with Edward Jones. He can establish an automatic monthly electronic contribution process for you with contributions as low as \$25 per month and help you select from a number of investment options.

Your 529 investment choice is a personal decision. Edward Jones can advise you on the option most suitable for you. The Goochland County Public Schools has no liability for any employee's election to participate in the 529 plan or the expected tax consequences resulting from participating in the 529 plan. Goochland County Public Schools does not provide tax, legal or investment advice and recommends that you seek advice from professionals who specialize in these areas before making any investments.

If you have any questions about our new 529 Plan, please contact Brad Dalton (804) 741-8843, or Debbie White (804) 556-5607 or Demetra Harris (804) 556-5603 at the Central Office.