

HAYSVILLE USD 261

403(b) PLAN

SCHEDULE OF APPROVED 403(b) INVESTMENT PROVIDERS

The following investment providers have been approved by the Employer for remittance of Salary Reduction Contributions under the 403(b) Plan:

American Fidelity Assurance Co.

MetLife

Ameriprise Financial Services

National Life Group

ASpire Financial Services

ReliaStar Life Ins. Co.

AXA Equitable Life Ins.

Security Benefit

Great American Ins. Group

Waddell & Reed, Inc.

Horace Mann Life Ins. Co.

Participation

When am I eligible to participate in this plan?

- You are eligible to join this plan on your date of hire.

Contributions

What kinds of contributions may be made to this plan?

- This plan provides for pre-tax salary reduction contributions, post-tax Roth salary reduction contributions, and rollovers.
- Pre-tax contributions are deducted **before** you pay current income taxes. Pre-tax investments grow tax-deferred and the contributions and any earnings are taxed when you take a distribution from this plan.
- Post-tax Roth contributions are deducted **after** you pay current income taxes. Earnings on post-tax Roth contributions will never be taxed if you are 59 ½, die, or become disabled and have held the Roth account for 5 years at the time of its distribution from this plan.
- You may roll over benefits from a former employer's eligible retirement plan into this plan.
- Employer contributions may be made to the Plan. Please consult your employer or financial representative for the types of employer contributions the Plan allows.

How much may I contribute?

- You can contribute up to 100% of your compensation to this plan up to the limit allowed under the Internal Revenue Code (\$23,000 in 2024).
- If you are age 50 or older you can contribute a "catch-up" contribution of up to \$7,500 (2024).

Can I ever lose my benefits?

- You are always 100% vested in your salary reduction contributions. This means the value of your contributions and earnings are yours when you terminate employment with your employer, without respect to your years of service.

What do I have to do to start contributing?

- Automatic payroll deduction withdraws your contributions directly from your paycheck after you complete a Salary Reduction Agreement and return it to your financial representative or your employer. You may commence making contributions or modify the amount of your current contributions at any time by modifying your Salary Reduction Agreement.

Investments

Where are my contributions invested?

- You may choose the 403(b) custodial account or annuity contract you want from the list of approved investment providers and 403(b) investment products located on the cover page.

How are my contributions invested?

- You select how you want your contributions to be invested from among the investment options available under each approved investment provider's product.
- Your investment provider's custodial account or annuity contract will determine how often you may change your investment mix.

Distributions, Loans and Transfers

When can I take a distribution from this plan?

- You may request a distribution when you retire, terminate your employment with the employer, or become disabled. If you do not request a distribution, IRS rules will generally require that you commence distributions soon after you turn 73 or retire, if later.
- 100% of your account balance is payable to your designated beneficiary(ies) in the event of your death.

Can I get money from the plan while I am still employed?

- Depending on the provisions of the custodial account or annuity contract you select to hold your contributions, certain other distributions may be allowed, such as
 - Hardship withdrawals for certain financial emergencies;
 - In-Service withdrawals if you are at least 59 ½ years old; and
 - Loans.

Will I be taxed on my distribution?

- You may be able to avoid current income taxes by rolling over your distribution to another tax-qualified retirement plan or Individual Retirement Account (IRA). Some distributions, such as hardship withdrawals, cannot be rolled over, and will therefore be subject to income taxation. If you have a Roth account, your contributions and, in certain circumstances, income earned on the contributions will not be taxed when distributed.

Can I transfer my accounts to a new custodial account or annuity contract?

- You may transfer your account tax-free to any approved investment providers and 403(b) investment products under this plan. Certain charges may apply.

Account Charges

What fees are associated with my 403(b) account?

- Your investment provider may charge a variety of fees for investment products available under the plan. These fees are usually required to be disclosed to you. Refer to the prospectus and other materials associated with the custodial account or annuity contract you select. These fees may include:
 - A periodic (such as quarterly or annual) record keeping fee.
 - A fee to cover investment management and administration, and for annuity contracts, risk charges and charges for riders, such as guaranteed income benefits. These types of fees may be deducted prior to determining the share or unit price of your investments, so you may want to ask your financial representative to point them out to you.
 - Some investment providers may charge a fee when you take a distribution from this plan.

Before investing, you should carefully consider the investment objectives, risks, and charges and expenses of the mutual funds or annuity contracts available under this plan.

Account Information

How can I get information about my account?

- You may obtain account information through your financial representative or the investment provider of your custodial account or annuity contract.