

Keller Independent School District 403(b) and 457(b) Plans Universal Availability Notice

To: All Employees of Keller Independent School District

In compliance with the requirements of IRC §403(b)(12)(A)(ii) this Notice will advise you of the voluntary 403(b) and 457(b) programs established and maintained for the benefit of our employees. The following information provides details of the Plan and outlines the procedures for enrollment.

Eligibility

All employees of the Employer are eligible to participate in the 403(b) and 457(b) plans.

Contributions

When you enroll in the program, the amounts you designate as salary deferrals are withheld from your wages and forwarded to an investment provider of your choice. Contributions may be changed, started or stopped at any time. Several types of contributions are available in your Plan:

Pre-Tax Salary Deferrals. These are amounts contributed into a 403(b) Plan or a 457(b) Plan that are deferred from your paycheck before federal income taxes are applied. State income taxes may or may not be applicable.

Roth Salary Deferrals. These amounts are also deferred from your paycheck, but are subject to federal and state income taxes. When you withdraw monies, however, the funds may be excluded from taxation. Special rules apply to Roth contributions and you should contact your tax advisor before electing this option.

- For **2024**, you may defer from your wages, a maximum of \$23,000 to the 403(b) Plan and an **additional** \$23,000 to the 457(b) Plan unless you will reach 50 years of age during the year. In that case, you would be eligible to contribute an **additional** \$7,500 **to each** Plan. Deferrals may not exceed 100% of your wages.

Rollovers. You may be able to rollover funds you received as an eligible rollover distribution from another employer's plan. Before you can complete a rollover into this Plan, you must first receive an acceptance authorization before the monies can be applied to your account.

Limitation on Aggregate Annual Additions Notice

Your Elective Deferrals may not exceed contribution limits as determined by Applicable Law. There may be excess contributions to your 403(b) if you own more than 50% ("control") of another business and maintain a retirement plan for that business. In such event, the maximum contribution to all plans you control and your 403(b) accounts or annuities may not exceed IRC Section 415 limits for the year, plus the age 50 catch-up limit, if applicable. Your Employer is responsible for knowing you may control another business. You must notify your Employer that you have control of another business to ensure you have not exceeded this limit. If there is an excess between multiple plans, the excess must be removed from the 403(b).

Plan Investment Options

Your contributions to the 403(b)/457(b) Plan must be made to an approved investment provider.

NOTE: Before enrolling in the Plan, you MUST first establish an account with one of the Providers listed in this Notice. If a valid contract or account number has not been received by PenServ prior to receipt of a salary deferral, the contribution will be returned to your Employer.

Once an investment contract is executed, a Salary Reduction Agreement that includes the Contract Number should be completed and submitted to your benefits representative or PenServ Plan Services, Inc., as instructed in your 403(b) Enrollment Guide.

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Assistance

You may join the Plan or receive assistance by first contacting your Employer's Benefit Representative, the Plan's Third Party Administrator or one of the Investment Companies listed below. Additional information on Plan options is available by contacting PenServ Plan Services, Inc. at (800) 849-4001 or from the Plan's web site.

Investment Provider Options

Provider and Product Name	Product Type	Services Offered	Contact
Ameriprise Financial Services	Annuities	403(b) only	Phone (800) 862-7919 http://www.ameriprise.com
Aspire Financial Services	Mutual Funds	403(b) only	Phone (866) 634-5873 https://aspireonline.com/plan-types/403(b)-plan
Corebridge Financial fka AIG Retirement Services	Annuities	403(b) only	Phone (800) 448-2542 https://www.corebridgefinancial.com
Equitable	Annuities	403(b) only	Phone (800) 628-6673 www.equitable.com
Fidelity Security Life Insurance Company	Annuities	403(b) only	Phone (800) 648-8624 http://www.fslins.com
Fiduciary Trust Company of New Hampshire	Mutual Funds	403(b) only	Phone (877) 500-9590 https://www.fiduciary-trust.com/fiduciary-trust-new-england/
Franklin Templeton Bank & Trust, FSB	Mutual Funds	403(b) only	Phone (800) 527-2020 https://www.franklintempleton.com/
GLP Strategic Administrative Group (IPX Retirement)	Annuities	403(b) only	Phone (248) 831-0291 www.glpfinancialgroup.com
GWN Securities Inc	Mutual Funds	403(b) only	Phone (561) 472-2700 www.gwnsecurities.com
Horace Mann Insurance Co	Annuities	403(b) only	Phone (800) 999-1030 www.horacemann.com
Industrial Alliance Pacific	Annuities	403(b) only	Phone (800) 463-6236 http://www.iapacific.com
Invesco Investment Services, Inc	Mutual Funds	403(b) only	Phone (800) 959-4246 https://www.invesco.com
Lincoln Financial Group	Annuities	403(b) only	Phone (800) 454-6265 http://www.lfg.com
Lincoln Investment Planning	Mutual Funds	403(b) only	Phone (800) 242-1421 http://www.lincolninvestment.com
MetLife	Annuities	403(b) only	Phone (800) 638-5433 http://www.metlife.com

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Provider and Product Name	Product Type	Services Offered	Contact
MG Trust – PenSelect	Mutual Funds	403(b) and 457(b)	Christiaan Moll Phone (916) 960-3788 christiaan@detroitfinancial.com
MG Trust - PenServ Plan Services - American Funds	Mutual Funds	403(b) only	Phone (800) 849-4001 www.penserv.com
Midland National Life Insurance Company	Annuities	403(b) only	Phone (877) 586-0240 https://www.midlandnational.com
Modern Woodmen of America	Annuities	403(b) only	Phone (309) 558-3077 http://www.modern-woodmen.org/Public
National Life Group	Annuities	403(b) only	Phone (800) 543-3794 https://www.nationallife.com/
North American Co. for Life & Health Insurance	Annuities	403(b) only	Phone (866) 322-7069 https://www.northamericancompany.com
PlanMember Services	Annuities	403(b) only	Phone (800) 874-6910 www.planmember.com
ReliaStar Life Insurance Company	Annuities	403(b) only	Phone (800) 584-6001 http://www.voyaretirementplans.com
Security Benefit	Annuities	403(b) only	Phone (800) 888-2461 www.securitybenefit.com
Vanguard Investments	Mutual Funds	403(b) only	Phone (800) 569-4903 www.vanguard403bservices.com/application
Victory Funds	Mutual Funds	403(b) only	Phone (800) 235-8396 https://investor.vcm.com/member
Voya Retirement Insurance & Annuity Company	Annuities	403(b) only	Phone (800) 525-4225 http://www.voyaretirementplans.com

Third Party Administrator

PenServ Plan Services, Inc.
Plan Record-keeper
Phone (800) 849-4001
www.penserv.com
Email: 403badministration@penserv.com

Plan Web Site is available at:
www.penserv.com
Select: Login to Your Account

Employer Benefits Administrator

Keller Independent School District
Anita Crabill
Phone (817) 744-1156
Email: Anita.Crabill@kellerisd.net