

## 2024 Eligibility Notice Iowa Retirement Investors' Club (RIC) 403b Plan

### What is the RIC 403(b) retirement savings plan benefit?

You have the opportunity to save for retirement by participating in our 403b plan offered through the Iowa Retirement Investors' Club (RIC). You may participate by making pretax contributions (and post-tax Roth if allowed) to one of the RIC investment providers.

### How do I contribute to the 403b plan?

To contribute, you must open an account with one of the RIC investment providers and submit the RIC *403b Salary Reduction Form* ([https://das.iowa.gov/sites/default/files/hr/ric/403b/documents/RIC\\_form\\_403b.pdf](https://das.iowa.gov/sites/default/files/hr/ric/403b/documents/RIC_form_403b.pdf)) to our payroll office. Provider information is available at <https://das.iowa.gov/RIC/403b/providers>.

### How much may I contribute?

The 2024 regular contribution limit is \$23,000. If you are age 50 or older, the limit is \$30,500. A catch-up contribution option (up to an additional \$3,000 per year for 5 years) may be available if you have been our employee for at least 15 years and your average annual contributions have been \$5,000 or less. Salary reductions may be changed or stopped at any time by completing the RIC *403b Salary Reduction Form*.

### What if I am already contributing?

Take full advantage of your benefit! Consider increasing the amount you are saving for retirement (up to the maximum limits). If you wish to change the amount you are contributing, simply complete and submit a RIC *403b Salary Reduction Form* to our payroll office.

### How can I find out more?

Information is available at <https://das.iowa.gov/RIC/403b>. You may also contact the RIC providers (see <https://das.iowa.gov/ric/pse/ric-providers-investments-pse>), or RIC toll-free at 866-460-4692, option 1. If you currently participate, you can call your investment advisor to review your account and retirement income goals.



Iowa

**Retirement Investors' Club (RIC)**

*Look forward to retirement!*


## Roth 403b Summary

### Education-Related Employees

**Iowa Retirement Investors' Club (RIC)** – Your employer's 403b supplemental retirement savings benefit provides an easy way for you to save a portion of current wages for future income needs. RIC participation is through salary reductions in the amount you choose (and/or employer contributions if available in your plan). RIC has no vesting requirements.

**Note: Your employer may not offer a Roth option. You may view Roth availability in your employer's plan at [https://das.iowa.gov/RIC/403b/plan\\_details](https://das.iowa.gov/RIC/403b/plan_details).**

**Roth vs. Pretax**



**Roth contributions** are invested after taxes are withheld. Earnings are tax-free if qualified\*.

**Pretax contributions** are invested before taxes are withheld. Earnings are tax-deferred.

**What is the Roth 403b?** The Roth 403b option allows you to save post-tax dollars and potentially accumulate tax-free investment earnings for use in retirement.

**How do I contribute to the Roth 403b?** Participating in RIC gives you the option to save pretax and if available in your employer's 403b plan, post-tax Roth.

- **New to RIC** – Enroll in RIC (<https://das.iowa.gov/RIC/403b/enrollment>) and elect Roth on the *RIC Account Form*.
- **Current RIC participant** – Designate your Roth salary reduction amount on the *RIC 403b Salary Reduction Form*. Both pretax and Roth contributions are deposited in the same 403b account. Access to the *RIC 403b Salary Reduction Form* is available on the RIC website at <https://das.iowa.gov/RIC/403b/documents>.

**Is the Roth 403b right for me?** The answer to this question depends on whether you want to pay taxes on your savings dollars now or later. Some factors to consider include your age, years to retirement, current tax rate or need for tax relief, projected tax rate at retirement (with taxable pension and SS payments), possibility of fewer tax deductions in retirement, and projected investment earnings. If you are not sure how the Roth 403b option will affect your taxes and savings goals, consult a financial advisor or tax professional.

**When can I take my Roth 403b money out?** A distributable event\*\* must occur to take out RIC money. There are no product restrictions or penalties. Distribution options include taking income and rolling assets to another retirement account. Assets rolled out of RIC are subject to the distribution rules of the receiving plan. You are not required to take payments until your [IRS required beginning date](#).

**Are Roth distributions taxable?** Distributions of Roth contributions are tax-free. Roth investment earnings are tax-free if the distribution is qualified. A Roth distribution is considered qualified (tax-free) if all three of the following requirements are met: a distributable event\*\* has occurred, the Roth account has been held 5+ years, and you are age 59½+, disabled, or deceased.

**Can I convert my pretax 403b assets to post-tax Roth?** Yes, if your provider allows for in-service conversions, you have a distributable event\*\* (some providers may allow the conversion without a distributable event) or pretax 403b roll-in assets from an outside plan. You will be taxed on the amount you convert.

**How does the Roth 403b differ from a Roth IRA?** Unlike the Roth IRA you purchase at an outside financial institution, the Roth 403b offered by your employer is funded through salary reductions only. The Roth IRA has income limit restrictions but the Roth 403b does not. The Roth 403b has considerably higher annual contribution limits than the Roth IRA (403b and IRA annual limits do not co-ordinate). Distributions from a Roth 403b require a distributable event\*\* but the Roth IRA does not. Requirements for qualified (tax-free) distribution\* of Roth investment earnings are the same for both the Roth IRA and Roth 403b.

\* A Roth earnings are tax-free if all three of the following requirements are met: a distributable event\*\* has occurred, the Roth account has been held 5+ years, and you are age 59½+, disabled, or deceased.

\*\*Distributable events include separation from employment, attainment of age 59 ½, an approved Hardship Withdrawal, disability, or death.



**Program Summary:** The Iowa Retirement Investors' Club (RIC) 403b Plan is your employer's supplemental retirement savings benefit designed to help eligible employees\* save a portion of current wages to supplement IPERS and Social Security income in retirement. There are no vesting requirements! Participants enjoy many benefits such as:

- Automatic deductions from payroll
- Tax advantages (pretax & Roth\*) and possible tax credit of up to \$1,000
- Diversified, no-load, low-cost investment options
- Flexible income options in retirement











**Want to roll money in from an outside retirement account?**

Eligible outside retirement plan assets (457, non-Roth IRA, 401k, 403b, etc.) may roll into and out of RIC at any time.

**Enrollment begins by choosing a RIC Provider**

RIC providers shown below have everything you need to open your accounts, select investments, and begin salary reductions. Enrollment is generally year-round.

Provider Enrollment Options	 corebridge financial (formerly AIG)	 EMPOWER	 Horace Mann	 VOYA FINANCIAL™
 Online	Enroll online <sup>Ⓜ</sup>	(Online enrollment not available)	Enroll online <sup>Ⓜ</sup>	Enroll online (403b) <sup>Ⓜ</sup>
 In person (request a meeting)	<b>515-240-1233</b>	<b>833-999-IOWA (4692)</b>	<b>844-895-0980</b>	<b>515-698-7973</b>
 Over the phone	Shawn.Monahan@corebridgefinancial.com Area agent list	Email Empower Area agent list	Mike.Reiter@horacemann.com Area agent list	VoyalowaRICInbox@Voya.com Area agent list
 Print forms	Print enrollment forms	Print enrollment forms	Print enrollment forms	(Print forms not available)

Corebridge Financial (formerly AIG), Empower, Horace Mann and Voya offer a variety of investments (see page 2) including no-fee guaranteed interest accounts, low-cost mutual funds, and target date funds. Investment advisors are available to explain the investments and answer questions at no extra cost. Income options include flexible periodic payments, lump sums, lifetime income, or any combination. Visit the RIC website or contact an advisor for historical fund performance, fixed interest rates, and more provider information.

	 AMERICAN FIDELITY a different opinion	 EQUITABLE	 National Life Group	 Security Benefit
Phone (enrollment)	<b>918-504-6669</b>	<b>319-362-0054</b>	<b>877-903-9257</b>	<b>800-747-3942</b>
Phone (customer service)	<b>800-662-1113</b>	<b>800-628-6673</b>	<b>877-903-9257</b>	<b>800-747-3942</b>
Website	<a href="https://americanfidelity.com/">https://americanfidelity.com/</a>	<a href="https://equitable.com/">https://equitable.com/</a>	<a href="https://balanced-opportunities.ipx-sys.com/">https://balanced-opportunities.ipx-sys.com/</a>	<a href="http://www.securityretirement.com/">http://www.securityretirement.com/</a>

American Fidelity, Equitable, National Life Group, and Security Benefit offer a variety of investments (see page 3) that may include guaranteed interest accounts, variable annuities, and mutual funds. These products may contain annual contract fees and advisor fees (see page 3). Investment advisors may be available to explain the investments and answer questions (fee may apply). Product conditions and distribution options are available directly from the provider. Visit the provider website or contact the provider for more information.

\*Certain 403b plan options and eligibility requirements are established by your employer. See plan details at [https://das.iowa.gov/RIC/403b/plan\\_details](https://das.iowa.gov/RIC/403b/plan_details).

# RIC 403b At-A-Glance (page 2 of 3)

## Investments – Corebridge (formerly AIG), Empower, Horace Mann, Voya

There are 2 basic types of investments offered (see illustration to the right). The chart below lists the provider’s available fund options in each fund category, which includes target date funds. All funds must meet investment policy standards and undergo annual reviews by RIC and an outside investment consultant. There are no restrictions or fees for fund or provider transfers and eligible distributions.

Fund fees shown include all fees reported at the time of this chart’s last update. For the most accurate fees, visit the provider website. Fixed rate accounts have no fees.



### Fixed rate accounts

- Declared rate of Interest
- Fixed period of time
- No market risk
- Guaranteed by provider
- No fees
- No maturities or restrictions



### Variable rate mutual funds

- Variable rates of return
- Principal and earnings can vary daily
- Varying degrees of risk
- No guarantees
- No sales charges/loads/contract fees
- No maturities or restrictions

Corebridge				Empower			Horace Mann			Voya		
	Investment Name	Ticker	Fee	Investment Name	Ticker	Fee	Investment Name	Ticker	Fee	Investment Name	Ticker	Fee
Low Risk	VALIC Fixed-Interest Option			Guaranteed Int. Acct			Horace Mann Stable Value Solution			Voya Fixed Plus III		
	Vanguard Federal Money Market (Inv.)	VMFXX	0.25				Vanguard Federal Money Market (Inv)	VMFXX	0.31	BlackRock Liquid Fed. Trust (I)	TFFXX	0.35
Income	Vanguard Interim-Term Bnd Index (Adm)	VBILX	0.21	Eaton Vance Income Fd of Boston (R6)	EIBRX	0.81	Loomis Sayles Core Plus Bond (N)	NERNX	0.58	Voya Intermediate Bond (R6)	IIBZX	0.47
	Allspring Core Plus Bond (R6)	STYJX	0.44	JPMorgan Core Bond (R6)	JCBUX	0.49	Vanguard Total Bond Mkt Index (Adm)	VBTLX	0.25	Fidelity US Bond Index	FXNAX	0.21
	DFA Inflation-Protected Securities (I)	DIPSX	0.25	Vanguard Total Bond Market Index (I)	VBTVX	0.18	Vanguard Inflation-Protected Sec (Adm)	VAIPX	0.30	BlackRock Inflation-Protected Bond (K)	BPLBX	0.69
	Vanguard High-Yield Corporate (Adm)	VWEAX	0.27	PIMCO Real Return (Instl)	PRRIX	0.62	PGIM High Yield (R6)	PHYQX	0.58	Voya High Yield Bond (R6)	VHYRX	0.81
Balanced							American Fds Capital World Bond (R6)	RCWGX	0.68	Dodge & Cox Global Bond (X)	DOXLX	0.55
	Vanguard Wellington (Adm)	VWENX	0.31	American Fds American Balanced (R6)	RLBGX	0.40	Vanguard STAR (Inv)	VGSTX	0.51	Amer Fds American Balanced (R6)	RLBGX	0.43
	Vanguard Target Retirement Income	VTINX	0.22	BlackRock LifePath Index Retirement (K)	LIRKX	0.24	Vanguard Target Retirement Income	VTINX	0.28	Amer Fds 2010 Date Retire (R6)	RFTTX	0.46
	Vanguard Target Retirement 2020	VTWXX	0.22	BlackRock LifePath Index 2025 (K)	LIBKX	0.24	Vanguard Target Retirement 2020	VTWXX	0.28	Amer Fds 2015 Date Retire (R6)	RFJTX	0.48
	Vanguard Target Retirement 2025	VTTVX	0.22	BlackRock LifePath Index 2030 (K)	LINKX	0.24	Vanguard Target Retirement 2025	VTTVX	0.28	Amer Fds 2020 Date Retire (R6)	RRCTX	0.48
	Vanguard Target Retirement 2030	VTHRXX	0.22	BlackRock LifePath Index 2035 (K)	LJJKX	0.24	Vanguard Target Retirement 2030	VTHRXX	0.28	Amer Fds 2025 Date Retire (R6)	RFDTX	0.50
	Vanguard Target Retirement 2035	VTTXX	0.22	BlackRock LifePath Index 2040 (K)	LKKX	0.24	Vanguard Target Retirement 2035	VTTXX	0.28	Amer Fds 2030 Date Retire (R6)	RFETX	0.51
	Vanguard Target Retirement 2040	VFORX	0.22	BlackRock LifePath Index 2045 (K)	LHKKX	0.24	Vanguard Target Retirement 2040	VFORX	0.28	Amer Fds 2035 Date Retire (R6)	RFFTX	0.53
	Vanguard Target Retirement 2045	VTIVX	0.22	BlackRock LifePath Index 2050 (K)	LIPKX	0.24	Vanguard Target Retirement 2045	VTIVX	0.28	Amer Fds 2040 Date Retire (R6)	RFGTX	0.54
	Vanguard Target Retirement 2050	VFIX	0.22	BlackRock LifePath Index 2055 (K)	LIVKX	0.24	Vanguard Target Retirement 2050	VFIX	0.28	Amer Fds 2045 Date Retire (R6)	RFHTX	0.55
	Vanguard Target Retirement 2055	VFFVX	0.22	BlackRock LifePath Index 2060 (K)	LIZKX	0.24	Vanguard Target Retirement 2055	VFFVX	0.28	Amer Fds 2050 Date Retire (R6)	RFITX	0.56
	Vanguard Target Retirement 2060	VTTXX	0.22	BlackRock LifePath Index 2065 (K)	LIWXX	0.24	Vanguard Target Retirement 2060	VTTXX	0.28	Amer Fds 2055 Date Retire (R6)	RFKTX	0.56
	Vanguard Target Retirement 2065	VLXVX	0.22				Vanguard Target Retirement 2065	VLXVX	0.28	Amer Fds 2060 Date Retire (R6)	RFUTX	0.56
Vanguard Target Retirement 2070	VSVXX	0.22							Amer Fds 2065 Date Retire (R6)	RFVXX	0.56	
Domestic Equity	Vanguard Equity-Income (Adm)	VEIRX	0.33	MFS Value (R6)	MEIKX	0.58	MFS Value (R6)	MEIKX	0.63	Vanguard Equity Income (Adm)	VEIRX	0.37
	Vanguard Institutional Index (I)	VINIX	0.18	Vanguard Institutional Index (I)	VINIX	0.18	Vanguard Institutional Index (I)	VINIX	0.24	Fidelity 500 Index	FXAIX	0.20
	Fidelity Total Market Index	FSKAX	0.16	Vanguard FTSE Social Index (Adm)	VFTAX	0.29	Vanguard Total Stock Mkt Index (Adm)	VTSAX	0.24	Vanguard FTSE Social Index (I)	VFTNX	0.30
	MFS Massachusetts Inv. Gr. Stock (R6)	MIGNX	0.51	MassMutual Equity Opportunities (I)	MFVZX	0.89	MFS Growth (R6)	MFEXX	0.70	JPMorgan Large Cap Growth (R6)	JLGMX	0.62
	DFA US Vector Equity (I)	DFVEX	0.42	JPMorgan Large Cap Growth (R6)	JLGMX	0.59	Victory Sycamore Established Val (R6)	VEVRX	0.74	American Century Mid Cap Value (R6)	AMDVX	0.80
	Vanguard Mid Cap Index (I)	VMCIX	0.18	MFS Mid Cap Value (R6)	MVCKX	0.77	Vanguard Mid Cap Index (Adm)	VIMAX	0.25	Fidelity Mid Cap Index	FSMDX	0.21
	Carillon Eagle Mid Cap Growth (R6)	HRAUX	0.78	Vanguard Mid Cap Index (I)	VMCIX	0.19	Voya MidCap Opportunities (R6)	IMOZX	1.03	T. Ro Prc Diversified Mid-Cap Gro (I)	RPTTX	0.86
	DFA US Targeted Value I	DFVXX	0.43	JPMorgan Mid Cap Growth (R6)	JMGMX	0.85	JPMorgan Small Cap Value (R6)	JSVUX	0.94	DFA U.S. Targeted Value Port (I)	DFVXX	0.47
	Vanguard Small Cap Index (I)	VSCIX	0.18	American Cent Small Cap Value (R6)	ASVDX	0.89	Vanguard Small Cap Index (Adm)	VSMAX	0.25	Fidelity Small Cap Index	FSSNX	0.21
	Vanguard Explorer (Adm)	VEXRX	0.48	Vanguard Small Cap Index (I)	VSCIX	0.19	JPMorgan Small Cap Growth (R6)	JGSMX	0.94	Loomis Sayles Small Cap Growth (N)	LSSNX	1.00
Int'l				MassMutual Small Cap Gro Equity (I)	MSGZX	1.02						
	DFA Large Cap International (I)	DFALX	0.32	Vanguard Total Intl Stock Index (I)	VTSNX	0.23	Vanguard Total Intl Stock Index (Adm)	VTIAX	0.31	Fidelity International Index	FSPSX	0.22
	Vanguard Developed Mkts Index (Instl)	VTMNX	0.19	MFS International Intrinsic Value (R6)	MINJX	0.76	MFS International Growth (R6)	MGRDX	0.90	Dodge & Cox International Stock (X)	DOAFX	0.70
RE				Invesco Developing Markets (R6)	ODVIX	0.99	American Funds New World (R6)	RNWGX	0.77	Amer. Funds New Perspective (R6)	RNPGX	0.59
	DFA Real Estate Securities (I)	DFREX	0.32	Vanguard Real Estate Index (I)	VGSNX	0.25	Vanguard Real Estate Index (Adm)	VGSLX	0.32	Amer. Funds New World (R6)	RNWGX	0.75
Total range of fund fees (as of 05/22/23)			.16-.78%				.18-1.02%				.24-1.03%	.20-1.00%
SDBA	Schwab PCRA	Fees vary		Schwab PCRA	Fees vary		Schwab PCRA	Fees vary		Schwab PCRA	Fees vary	

## RIC 403b At-A-Glance (page 3 of 3)

### Investments – American Fidelity, Equitable, National Life Group, Security Benefit

For the providers listed below, products vary and may include multiple fund offerings within the product shown. The State of Iowa does not guarantee investment returns.

**Note:** Fees shown below are in addition to fund management fees charged by the fund managers (if applicable). Individual fund fees are available directly from the provider.

Provider (product name)		Annual Fees	Asset Based Fees	Advisor Fees	Managed Account Fees
<b>American Fidelity</b> AF Choice Fixed Annuity		0	0	0	NA
<b>Equitable</b> Equi-Vest Series 901 Strat 403b		\$30	.90%	0	NA
<b>National Life Group</b> Guaranteed Group Annuity		0	0	0	NA
<b>National Life Group</b>	NLG Bal Opps Freedom Core Fund Lineup	\$25	.25%	.50%	NA
	NLG Bal Opps Freedom Managed Accounts	\$25	.20%	.50%	.25%
<b>Security Benefit</b> Advisor Mutual Fund Fee Based Option		\$35 (accts less than \$50,000)	.25%	.32%	.60-.96%



Iowa

# Retirement Investors' Club (RIC)

Look forward to retirement!

# 403b Salary Reduction Form

### Personal Information

Name \_\_\_\_\_ Social Security# \_\_\_\_\_  
Last First MI

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Birth Date \_\_\_\_\_ Telephone (daytime) \_\_\_\_\_ Telephone (home) \_\_\_\_\_

Email Address \_\_\_\_\_ Employer Name \_\_\_\_\_

### Salary Reduction Election

**Corebridge** (formerly AIG), **Empower**, **Horace Mann and Voya** - Access to provider websites and contact information, a list of available investment options, total and individual fund fees, current fixed rates, historical fund performance, and self-directed brokerage options are available on the RIC website.

	Pretax	Roth (post-tax)	ER \$*		Pretax	Roth (post-tax)	ER \$*
<b>Corebridge</b> (formerly AIG)	\$ _____ /check	\$ _____ /check	<input type="checkbox"/> Yes	<b>Horace Mann</b>	\$ _____ /check	\$ _____ /check	<input type="checkbox"/> Yes
<b>Empower</b>	\$ _____ /check	\$ _____ /check	<input type="checkbox"/> Yes	<b>Voya</b>	\$ _____ /check	\$ _____ /check	<input type="checkbox"/> Yes

**EFS Advisors, Equitable, GWN Securities, National Life Group, Security Benefit, and TCG Administrators** - Access to provider websites and contact information is available on the RIC website. Investment options, fund fees, fixed rates, historical fund performance, and product restrictions (if any) are available directly from the provider upon request.

	Pretax	Roth (post-tax)	ER \$*		Pretax	Roth (post-tax)	ER \$*
<b>EFS Advisors</b>	\$ _____ /check	\$ _____ /check	<input type="checkbox"/> Yes	<b>National Life Group</b>	\$ _____ /check	\$ _____ /check	<input type="checkbox"/> Yes
<b>Equitable</b>	\$ _____ /check	\$ _____ /check	<input type="checkbox"/> Yes	<b>Security Benefit</b>	\$ _____ /check	\$ _____ /check	<input type="checkbox"/> Yes
<b>GWN Securities</b>	\$ _____ /check	\$ _____ /check	<input type="checkbox"/> Yes	<b>TCG Administrators</b>	\$ _____ /check	\$ _____ /check	<input type="checkbox"/> Yes

### Participant Signature

I authorize my employer to direct my contributions and make salary reductions (if requested) as indicated above. I have access and agree to the terms and conditions of the Iowa Retirement Investors' Club (RIC) as disclosed in the Plan Document. I have established a 403b account in one of the RIC provider's currently offered products. I understand that RIC does not give investment advice and investment returns are not guaranteed by the State of Iowa. I understand that withdrawals may only be made upon termination of employment or qualification for an in-service distribution as defined by my employer's plan elections. I understand that the total of all salary-deferred 403b contributions made in the calendar year may not exceed the federal limits as required by the Internal Revenue Code section 403b.

X \_\_\_\_\_ Date \_\_\_\_\_

**Submit Form** Submit this form to your payroll office.

**Agent Use** (For new accounts opened with an advisor): I am authorized to open accounts for this employee. The employee has established a 403b account in one of the RIC provider's currently offered products.

Print Agent Name \_\_\_\_\_ Agent Signature \_\_\_\_\_ Agent Phone Number \_\_\_\_\_ Date \_\_\_\_\_

**Payroll Office** Date Received: \_\_\_\_\_ Paycheck Effective Date: \_\_\_\_\_ Name: \_\_\_\_\_

\* Employer money - If your employer contributes to your 403b, indicate which provider is to receive the employer contributions.



Visit the RIC website at <https://das.iowa.gov/RIC/403b> to access additional program information and your employer's RIC plan elections (under *Your Plan Details*).