

2017 403(b) TSA Announcement for SOESD

Supplemental Retirement Saving Opportunities

Southern Oregon ESD (SOESD) offers an excellent program through which you may contribute a portion of your current income into supplemental retirement savings accounts. The SOESD supplemental retirement savings program is offered under Section 403(b) of the Internal Revenue Code, and is called the Tax-Sheltered Annuity Plan (TSA Plan).

All part-time and full-time employees are eligible to contribute to the TSA and DCP Plans.

You may begin participating in the TSA Plan at any time, by establishing an investment account with an authorized vendor and then completing and submitting a salary reduction agreement via signed hard copy or online using CCC's online enrollment system.

Contribution Limits for 2017

The basic elective deferral limit for 2017 is the lesser of \$18,000 or 100% of your compensation.

If your 50th birth date occurs on or before December 31, 2017, you are eligible to defer an additional \$6,000, provided your compensation is large enough to allow the extra deferral.

Finally, if you will have at least 15 years of full-time equivalent service with SOESD by December 31, 2017, then you may be eligible to contribute up to an additional \$3,000 during 2017. If you are planning to make contributions to utilize this catch-up feature, please contact CCC to confirm your maximum allowable contributions for 2017.

Plan Information Is Available on the Web

Comprehensive information about the SOESD TSA Plan is available on the web at www.ncompliance.com, including enrollment procedures (SOESD allows you to create a login account on the CCC website to enroll online and monitor activity in your accounts), a salary reduction agreement form (if you prefer not to enroll online), Vendor information, transaction information, and educational materials. If you are starting contributions to a new Vendor, you must provide documentation that you have established an account with the Vendor. You may increase, decrease, or stop contributions to the TSA Plan or change the Vendor receiving contributions at any time, by submitting a new salary reduction agreement. Educational information is available on our website to make it easy for you to learn more about supplemental retirement plans and retirement readiness. We encourage you to explore this information at www.ncompliance.com/education.aspx.

Participant Responsibilities

When contributing to an employer-sponsored supplemental retirement savings plan, it is important that you monitor your account activity regularly for accuracy (e.g., deposits of your contributions) and make sure your beneficiary and your contact information is up-to-date. If you believe that a problem may exist, please contact the Third Party Administrator (see contact information below) and/or your employer immediately.

Additional Information Is Available from Third Party Administrator

SOESD has adopted the services of Carruth Compliance Consulting, Inc. (CCC), an independent third party administrator, to provide compliance and administration services for the 403(b) TSA Plan. For questions regarding your Employer's TSA Plan, please contact CCC at:

Carruth Compliance Consulting, Inc.
11515 SW Durham Road, Suite E-10
Tigard, OR 97224
Phone: 503-968-8961
Toll-Free: 877-222-3090
E-mail: ccinfo@ncompliance.com

[Click here for rendered version of 2017 UA & Limits Announcement for SOESD](#)

According to CCC records, the following apply to the Southern Oregon ESD 403(b) Tax Sheltered Annuity (TSA) and 457(b) Deferred Compensation Plan (DCP) and were incorporated in the Universal Availability and Limits announcements for 2017:

- Roth contributions are allowed in the 403(b) Plan? **No**
- 15 years of service catch-up allowed in the 403(b) Plan? **Yes**
- A 457(b) Deferred Compensation Plan (DCP) is offered to employees? **No**
- Roth contributions are allowed in the 457(b) Plan? **No**
- CCC provides administrative services for the 457(b) Plan? **No**



Carruth Compliance Consulting

Specializing in 403(b) TSA & 457(b) DCP Compliance Assurance and Plan Administration

Carruth Compliance Consulting (CCC) is the Third Party Administrator for your Employer's 403(b) Plan. For information regarding the 403(b) supplemental retirement plan, please visit CCC at www.ncompliance.com.

You will find valuable information on the website, including:

- Why participate in the plan
- How to enroll
- Questions to ask when choosing investments
- Information to consider when selecting a financial advisor
- Plan transactions

Examples of information available at www.ncompliance.com:

Life Planning and Retirement Readiness

Why Should I Learn More About Supplemental Retirement Savings Plans Like 403(b) and 457(b)?

The challenging economic conditions over the last several years have had most employees worry about whether or not they will ever be able to retire, and those who have exit their jobs have even bigger worries. See [Retire Now! Retire Now! User's Manual: A Guide to the 403\(b\) Plan](#), published by [Bank of America](#) on 11/22/2011. Developing a better understanding of your own situation with respect to retirement, evaluating current (there are no direct retirement offers), and creating a course to reach your goals are activities worthy of your attention. There is no time like the present to get started.

Recently numerous organizations have awarded prizes to the firms educating employees about retirement financial planning, and non-403(b) Tax Deferred Annuities (TDA) and 457(b) Deferred Compensation Plans (DCP) are excellent supplemental retirement savings programs (see [403\(b\) and 457\(b\) Retirement Planning](#), published by [Investment Company Institute](#) in the working years and the retirement years, are isolated and emphasized on this page).

Life Planning vs Financial Planning

Financial planning, while important for overall life planning and retirement planning, is not the only critical consideration. In fact, a good case can be made that "retirement" is even at the top of the financial planning priority list. One of the best resources we've found on this front is available in the following article, which illustrates "financial and physical shelter" as only one of six goals and concepts in its [SPLANNING](#) model.

Retirement Readiness for Retirees and Near-Retirees

403(b) Transactions Information

Obtaining Transaction Authorization

CCC offers Plan Administrative Authorizations for plans, CCC Administrators in various formats, depending on the transaction type.

CCC offers Authorizations Vendors for the following transaction types:

- 403(b) Distributions to the Participant (for qualifying events or Severance from employment and attainment of age 55)
- 403(b) Rollover Distributions (for qualifying events or Severance from employment and attainment of age 55)
- 403(b) Contracted Rollovers within the Plan
- 403(b) Plan-to-Plan Transfers out of the Plan

For more information on requesting an Authorization Voucher, please click [here](#).

Click [here](#) for information on submitting 403(b) Loans for authorization.

Click [here](#) for information on submitting 403(b) Hardship Distributions for authorization.

General Information Regarding Transactions

Carruth Compliance Consulting (CCC) serves as Third Party Plan Administrator (TPA) for Employer's sponsoring 403(b) Plans. In this role, CCC provides transaction processing for our "Full Service Clients" and limited transaction processing for certain vendors for our "Selected Vendor Plan Clients". When a transaction requires a Plan Administrator or Employer signature, CCC provides the appropriate due diligence to ensure the determination liability for a given transaction prior to authorization.

Before you submit a transaction to CCC, please note the following information regarding transactions:

- Transaction may be restricted by a vendor's investment agreement and the transaction processing requirements may vary from vendor to vendor. For example, Equity Investments requires "hard allocations" by the Participant and by CCC on all transaction processing forms. When available, CCC will post any available notes regarding transaction processing and forms if applicable online on the "Vendor's CCC General Information" page for the each of the Vendors. The strong "Vendor's CCC

Choosing an Investment

How Do I Choose An Investment?

Participation in the 403(b) program is voluntary and each employee is responsible for the selection one or more tax-deferred vendors at any given time. Considerable information about each vendor is available for each employer, please visit your employer's plan information page, linked from the "For Employee" button above or by clicking [here](#). You may also want to consult with your own stock broker, tax advisor, financial consultant, or insurance agent. Neither your employer nor Carruth Compliance Consulting, Inc. can offer any investment advice, promote any one product over another, or evaluate, monitor, or recommend companies to sell 403(b) annuities or 403(b)(7) custodial accounts (mutual funds).

Before contacting companies, you should try to learn about some of the different investment opportunities available. Numerous books about money and investments are available in bookstores, from libraries, and on the internet, including the Wall Street Journal's "Guide to Understanding Money and Investing" and Consumer Reports investment ratings. Also available is Morningstar's "Variable Annuity Performance Report," which evaluates the underlying investments of many annuities and mutual funds. Additional useful web sites may be reviewed by clicking [here](#). Learning basic information will help you decide how to invest.

There are some levels of risk in any type of plan you choose. Generally, the more risk you take, the higher the potential return. Make your decision on which type of plan you want and how much risk you are willing to take.

Beware of investments with fees or loads that are excessive or hidden. Many investments have declining fees over time or charge only a low one-time fee each year. Avoid annuities that advertise a high rate of interest that is only good on the money invested initially. After the initial period at the high rate, the money may earn a lower rate.

Frequently Asked Questions by Employees (Employee FAQ)

1. What is a 403(b) Plan?
2. What is a 457(b) Plan?
3. Am I eligible for catch-up contributions?
4. What are my 403(b) or 457(b) rollover options and the taxation concerns connected to distributions from my account(s) once I have obtained a qualifying event for distribution?
5. When am I considered "severed from employment" as it pertains to my 403(b) or 457(b) account(s)?
6. My employer is offering a post-severance Early Retirement Incentive (ERI) program. If I decide to participate, will I have the option to defer any portion of these payments into my 403(b) or 457(b) accounts?
7. Can I take a hardship withdrawal from my 403(b) account?