

457(b) FICA Alternative Plan Brenham Independent School District

Visit NBSbenefits.com/403b for additional information.

Highlights



Congratulations! You are eligible to participate in the 457(b) FICA Alternative Plan provided by the **Brenham Independent School District**. Contributing to a 457 plan will give you peace of mind through financial security during your retirement. A 457 plan allows you to contribute a portion of your compensation as a pre-tax basis in order to save for retirement.

The Employer has established a 457(b) FICA Alternative Plan to help employees accumulate money for their long-term financial needs.

WHAT IS A 457(b) FICA ALTERNATIVE PLAN?

457(b) refers to a section of the IRS Code that allows you to save part of your earnings on a PRE-TAX basis. This lowers your current taxable income and helps your long term savings grow faster. The 457(b) FICA Alternative Plan is a savings program for employees who are not eligible to participate in the State Employees' Retirement System. These individuals are normally part-time, seasonal, and temporary employees.

HOW MUCH CAN YOU SAVE?

As a participant of the Employer 457(b) FICA Alternative Plan you are eligible to have 7.5% of your gross pay automatically is deducted from your paycheck and invested for you.

INITIAL ELIGIBILITY

Part-time Employees who work less than 20 hours per week.
Temporary Employees who work full-time or part-time under a contract which is not expected to exceed 2 years.
Seasonal Employees who work full-time for less than 5 months during the Plan Year.

HOW TO JOIN THE PLAN

You do not need to enroll. Enrollment is automatic; 7.5% of your gross pay automatically is deducted from your paycheck and invested with Life Insurance Company of the Southwest for you.

INVESTMENT CHOICES

The funds will be invested in a group annuity with the Life Insurance Company of the Southwest (LSW). The funds will be invested in a fixed group contract, which has a guaranteed positive rate of return.

VESTING

You always own 100% of the contribution made to the Employer 457(b) FICA Alternative Plan and the earnings.

DISTRIBUTIONS FROM THE PLAN

You or your beneficiary will be able to withdraw your vested balance when one of the following occurs:

1. Retirement
2. Total Disability
3. Death
4. Termination of Employment

NOTE: The lesser of the interest credited to your account or \$10.00 will be deducted from your account for any distribution, transfer, or a direct rollover.

NOTES:

Updated: 1/21/2019

NBS Retirement Service Center

8523 S. Redwood Rd.
West Jordan, UT 84088
800.274.0503 ext. 5
Fax - 1.800. 597.8206

Contact NBS if you have questions about the retirement plan



Brenham Independent School District 457(b) FICA Alternative Plan
Brenham Independent School District

Plan Contact Person:

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