



THOMAS COUNTY SCHOOLS

Dr. Lisa Williams, Superintendent

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THOMAS COUNTY SCHOOLS 403(b) Plan UNIVERSAL AVAILABILITY NOTICE

The Thomas County School System (“the Employer”) offers a 403(b) Plan for eligible employees of the organization. Employees are eligible to participate as described below:

- All W-2 employees are eligible to participate in the 403(b) Plan

A 403(b) plan is a tax-deferred retirement program that permits an employee to reduce his or her compensation on a pre-tax (or after-tax for Roth) basis and have the contribution deposited into a 403(b) investment with Empower.

To enroll in a 403(b) program, you must complete a Salary Reduction Agreement (SRA) Form which can be provided by the Finance department. You will be required to complete a custodial account application to establish your investment account under the Plan with Empower. You will be able to make changes to or stop your contribution at any time. To do so, you will complete a new SRA form which will be processed by the Finance department. All changes will take effect for the next available payroll period as described.

The IRS does limit the annual contributions you can make to a 403(b) plan. For 2022, the limit is \$20,500 for participants under age 50 and up to \$27,000 for participants who become age 50 or older during this calendar year.

The Thomas County School System has no liability for any employee’s election to participate in the 403(b) plan, or the expected tax consequences resulting from participating in the 403(b) plan. The Thomas County School System does not provide tax, legal or investment advice and recommends that employees seek advice from professionals who specialize in these areas.

If you have any questions about our 403(b) Plan, please contact the Finance department (Andrea Fletcher or Joey Holland) or the Plan’s third party administrator, ADMIN Partners, LLC. at 877-484-4400.

Sincerely,

Joey Holland, Deputy Superintendent for Finance

Board of Education
Ken Harper • Chris Hayes • Nancy Hiers
Mark NeSmith • Leah Smith • Dan Stewart • Kay Streets
An Equal Opportunity Employer