

Baldwin-Woodville Area School District 403(b) UNIVERSAL AVAILABILITY NOTICE

The Baldwin-Woodville Area School District (the “District”) offers a 403(b) plan for eligible employees of the District. Employees are eligible to participate as described below:

All 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 and/or after-tax (Roth) basis and have the contribution deposited into a 403(b) account that the employee sets up with a 403(b) vendor. Amounts deposited into a 403(b) account and any earnings on those contributions are generally not taxed until the employee makes a withdrawal from his or her 403(b) account following separation from service with the District, unless contributions are made on an after-tax basis.

The District maintains a list of approved 403(b) vendors and appropriate contact information for each vendor. A copy of this list is available from the district office. Employees should contact each vendor for information about the 403(b) products and services it offers.

To enroll in the 403(b) plan, an employee must complete a salary reduction agreement (SRA) and the vendor’s application. The SRA will only apply to amounts earned after enrolling in the plan. This contribution will continue unless it is modified or revoked in the future. The District has established policies that enable you to increase or decrease your contribution, stop your contribution, or change from one authorized 403(b) vendor to another. Employees may get the necessary enrollment forms Kelsey Brewer at the district administrative office. Additional information on District policies and other 403(b) plan rules can be obtained with the enrollment materials.

Annual contributions to the 403(b) plan are limited per IRS regulations. Below are the limits for the 2021 calendar year.

Year	Basic Contribution Limit	Elective Contribution	Age 50+ Catch-Up Contribution	15 Years of Service	Total Contribution Limit
2021	\$19,500		\$6,500	\$3,000	\$29,000

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

The IRS may require complete severance from the District upon retirement, which means that if you are rehired by the District after you have retired, you may have to stop receiving distributions from your account during the time you are employed by the District after retirement – unless you are age 59½ or over.

Distributions:

The federal law restricts when distributions are permitted from your accounts. You or your beneficiary may receive a distribution upon your death, disability or upon retirement from the District. The IRS requires complete severance from the District upon retirement, which means that if you are rehired by the District after you have retired, you must stop receiving distributions from your account during the time you are employed by the District after retirement.

Distributions are also permitted from the Plan upon: severance from employment with the District or attainment of age 59 ½.

The Plan does not permit hardship withdrawals to be taken from your account.

Loans:

The Plan does not permit loans to be taken from your account.

For More Information and Forms:

Kelsey Brewer
Executive Assistant
550 US Highway 12
Baldwin, WI 54002
715.684.3411 Ext. 1105

APPENDIX A
Authorized 403(b) Vendor List

The following Vendors are authorized to received contributions and transfers under the Plan:

Aspire Financial Services

4010 Boy Scout Blvd. Suite 450
Tampa, FL 33607-5727
813-874-0671
www.aspireonline.com

Vanguard

P.O. Box 1106
Valley Forge, PA 19482-1106
800-662-2003
www.vanguard.com

TransAmerica IDEX Mutual Funds

P.O. Box 219945
Kansas City, MO 64121-9945
888-233-4339
www.transamericanindex.com

WEA Trust

P.O. Box 7338
Madison, WI 53707-7338
800-279-4030
www.weabenefits.com

As provided under the Plan, any Authorized Vendor names above agrees to share information necessary for compliance purposes with Employer, an Administrator, and/or any other 403(b) provider as may be required or desirable to facilitate compliance with the Plan and all applicable laws and regulations

BALDWIN-WOODVILLE AREA SCHOOL DISTRICT 403(B) PLAN
415 NOTICE

Aggregation of Maximum Contribution Limit When You Control Another Employer

Federal law limits the total amount that may be contributed on your behalf to this 403(b) plan and any other retirement plan. The contributions to other retirement plans may need to be aggregated with contributions to this 403(b) plan to verify the maximum annual limit is not exceeded. This notice informs you of your responsibility to provide information to the Plan Administrator regarding your control or ownership of other entities that maintains a plan in which you participate. **Failure to provide necessary and correct information to the Plan Administrator could result in adverse tax consequences for you.**

Contributions to this 403(b) plan will be aggregated with one or more defined contribution plans if you are deemed to control the employer sponsoring such plans. For aggregation purposes, you are deemed to control a for-profit employer if you own more than 50% (including attribution from others) of its:

- Shares,
- Capital interests,
- Profit interests, or
- Membership interests.

You are deemed to control a tax exempt organization if you have control over its directors or trustees. A defined contribution plan includes:

- Plan qualified under Code section 401(a) or 403(a) (e.g., 401(k) plan),
- Code section 403(b) plan, and
- Simplified Employee Pension (SEP) within the meaning of Code section 408(k).

For illustration purposes, suppose you own a separate business which adopts a 401(k) plan. For 2021, you elect to defer up to the maximum 403(b) dollar amount of \$19,500 and make a catch-up contribution of \$6,500. Your employer also made a non-elective employer contribution of \$38,500 to the 403(b) plan on your behalf. You would like to contribute \$15,000 to the 401(k) plan of your separate business for the 2021 year. Your compensation from your employer is \$100,000 and compensation from your separate business is \$60,000. The catch-up contribution is not counted toward the maximum annual limit. The total elective and non-elective contributions to the 403(b) plan are \$58,000 (\$38,500 + \$19,500) which equals the maximum annual limit for 2021. Therefore, any contributions to your 401(k) plan (e.g. \$15,000) would exceed the maximum annual limit on an aggregate basis. If you were to contribute \$15,000 or any amount to the 401(k) plan for the 2021 year, the amount would be considered an excess annual addition attributable to the 403(b) plan. **For this reason, it is critical you provide any control or ownership information for other entities to the 403(b) plan administrator.**

The plan administrator will coordinate with you to ensure satisfaction of the maximum annual limit for contributions to all retirement plans. Please contact the plan administrator to provide any pertinent information on control or ownership of other entities or to address any of your questions.