

## UNIVERSAL AVAILABILITY NOTICE

<b>Employer Name:</b> Independent School District No. 271		<b>Year:</b> 2025
To All Employees of Independent School District No. 271		
In compliance with the requirements of IRC §403(b)(12)(A)(ii) this Notice will advise you of the voluntary 403(b) program established and maintained for the benefit of our employees. The following information provides details of the Plan and outlines the procedures for enrollment. Please consult with your tax advisor prior to entering into a salary reduction agreement.		
<b>Eligibility</b>		
If any employees are permitted to make salary reduction contributions into a 403(b) plan, then all employees, <b>except those described below</b> , must be permitted to make salary reduction contributions into the plan. Only the following employees may be excluded from participation:		
<input type="checkbox"/>	Employees who work less than 20 hours per week	
	An Employee normally works fewer than 20 hours per week if, for the 12-month period beginning on the date the employee's employment commenced, the Employer reasonably expects the Employee to work fewer than 1,000 hours of service (as defined under section 410(a)(3)(C) of the Code in such period) and, for each plan year ending after the close of the 12-month period beginning on the date the Employee's employment commenced, the Employee has worked fewer than 1,000 hours of service in the preceding 12-month period. An Employee who works 1,000 or more hours of service in the 12-month period beginning on the date the Employee's employment commenced or in a Plan Year ending after the close of that 12-month period shall then be eligible to participate in the Plan. Once an Employee becomes eligible to have Elective Deferrals made on his or her behalf under the Plan, the Employee cannot be excluded from eligibility to have Elective Deferrals made on his or her behalf in any later year under this standard.  <b>Exception:</b> If this 403(b) plan is subject to ERISA, for plan years beginning after December 31, 2024, this part-time employee exclusion will not apply to a long-term, part-time (LTPT) employee as set forth in Section 125(a)(1) of the SECURE 2.0 Act. An employee is an LTPT employee after the first 24-month period consisting of 2 consecutive 12-month periods during each of which the employee has worked at least 500 hours of service.	
<input checked="" type="checkbox"/>	Nonresident aliens who receive no earned income from the Employer which constitutes income from sources within the U.S.	
<input type="checkbox"/>	Employees who participate in another elective deferral plan, such as a 401(k) or 457(b) plan	
<input checked="" type="checkbox"/>	Students performing services described in IRC 3121(b)(10)	
<input type="checkbox"/>	Employees who contribute less than \$200 per year	
<b>Contributions</b>		
<b>Salary Deferral Contributions</b>		
For 2025, you may defer from your wages, a maximum of \$23,500 to all 403(b) and 401(k) plans unless you reach 50 years of age during the year. In that case, you would be eligible to contribute an additional \$7,500. Deferrals may not exceed 100% of your wages.		
When you enroll in the program, the amounts you designate as salary deferrals are withheld from your wages and forwarded to an investment provider of your choice. If selected, the following types of contributions are available in your Plan:		
<input checked="" type="checkbox"/>	Pre-Tax Salary Deferral	These are amounts contributed into a 403(b) plan that are deferred from your paycheck before federal income taxes are applied. State income taxes may or may not be applicable.
<input checked="" type="checkbox"/>	Roth Salary Deferrals	These amounts are also deferred from your paycheck, but are subject to federal and state income taxes. When you withdraw monies, however, the funds may be excluded from taxation. Special rules apply to Roth contributions, and you should contact your tax advisor before electing this option.
<b>Rollover Contributions</b>		
<input checked="" type="checkbox"/>	Rollovers	You may also rollover funds from another employer's plan if you receive an eligible rollover distribution. Before you can complete a rollover into this Plan, you must first receive an acceptance authorization before the monies to be applied to your account.
A salary reduction agreement will be provided to you by <u>ISD 271</u> . Once the completed agreement is submitted to <u>ISD 271</u> , your salary reduction contributions can begin. These contributions will be invested according to the Investment Provider selections made available to you.		

### Limitation on Aggregate Annual Additions Notice

Your Elective Deferrals may not exceed contribution limits as determined by Applicable Law. There may be excess contributions to your 403(b) if you own more than 50% ("control") of another business and maintain a retirement plan for that business. In such an event, the maximum contribution to all plans that you control and your 403(b) accounts or annuities for the year may not exceed IRC Section 415 limits, plus the age 50 catch-up limit, if applicable. Your Employer is responsible for knowing that you may control another business. You must notify your Employer that you have control of another business to ensure that you have not exceeded this maximum amount of contribution. If there is an excess between multiple plans, the excess must be removed from the 403(b).

### Plan Investment Options

Your contributions to the 403(b) Plan must be made to an investment provider approved by your Employer. Before enrolling in the Plan, you should first establish an account with one of the Providers listed in this Notice. Once you have executed an investment contract, you should establish an account through the Plan's web site and create a secure login and password.

### Assistance

You may enroll in the Plan or receive assistance with these provisions by contacting a representative for one of the Investment Companies listed in this Notice, the Plan's Third Party Administrator or your Employer's Benefit Administrator. Additional information about the provisions and options in your Plan are available by contacting [Aviben](#) at [763-689-0111](tel:763-689-0111).

### Investment Provider Options

#### Provider

American Funds		Horace Mann
AXA (Equitable)		MetLife
Ameriprise		Voya
Fidelity		EFS Advisors
Franklin Templeton		Corebridge

### Third Party Administrator

Name: Educators Benefit Consultants, LLC d/b/a Aviben

Address: 1995 E Rum River Dr S, Cambridge, MN 55008

Phone: 763-689-0111

Email: [403bsupport@aviben.com](mailto:403bsupport@aviben.com)

Contact: 403(b) Support

Toll Free: 855-369-5518

Phone: 763-689-0111

Email: [403bsupport@aviben.com](mailto:403bsupport@aviben.com)