

# ARE YOU AWARE OF YOUR 403(b) BENEFIT?



## Lancaster School District

### THE OPPORTUNITY

You have the opportunity to save for retirement by participating in your Employer's 403(b) retirement plan. A 403(b) plan is a retirement plan for certain employees of public schools, tax-exempt organizations and ministries. We recommend that all employees visit our education page which can be found here:

<https://www.omni403b.com/Employees/Education>

### WHY SAVE WITH 403(b)?

1. You do not pay income tax on allowable contributions until you begin making withdrawals from the plan, usually after your retirement.
2. Pre-tax investment gains in the plan are not taxed until distribution and eligible ROTH investment gains are tax free.
3. Generally, retirement assets can be carried from one employer to another.

### Future retirement savings value assuming 6% growth

Monthly Contributions	5 Year	15 Years	20 Years
\$50	\$3,489	\$14,541	\$23,102
\$200	\$13,954	\$58,164	\$92,408
\$500	\$34,885	\$145,409	\$231,020

### HOW CAN I PARTICIPATE?

Prior to contributing you must open an account with an investment provider authorized in the Plan, a list of which is available on the right. You may then complete a Salary Reduction Agreement (SRA) online at: <https://www.omni403b.com/SRA>

If you are already contributing to your Employer's Plan and you want to change your contribution amount or investment provider, simply complete and submit a new SRA. Once we are in receipt of the newly completed SRA, we will notify your employer to begin contributions.

### HOW MUCH CAN I CONTRIBUTE ANNUALLY?

In 2025, you may contribute up to \$23,500 if you are 49 years of age or below and up to \$31,000 if you are 50 years of age and over. You may also be entitled to additional catch-up provisions like the 15 Year Service Catch-up. Please contact OMNI's Customer Care Center at **877-544-6664** for further details.

### 2025 Maximum Allowable Contribution Limits

#### 403(b)/457(b) Elective Contribution Limits

Age 49 and under as of 12/31/2025	Age 50 to 59 or 64 and over as of 12/31/2025	Age 60 to 63 as of 12/31/2025
\$23,500	\$31,000	\$34,750

15 Year Service Catch-Up amount, if eligible, is \$3,000

Maximum Employer Contribution is: \$70,000

#### 403(b) Combined Limits for Elective and Non-Elective Contributions

Age 49 and under as of 12/31/2025	Age 50 to 59 or 64 and over as of 12/31/2025	Age 60 to 63 as of 12/31/2025
\$70,000	\$77,500	\$81,250

### LOOKING FOR HELP?

Click the link below to view your plan details.

<https://www.omni403b.com/PlanDetail>

AMERICAN FIDELITY ASSURANCE CO  
AMERICO FINANCIAL LIFE ANNUITY  
AMERIPRISE FINANCIAL RIVERSOURCE  
CALIFORNIA TEACHERS ASSOCIATION CTA  
CALSTRS PENSION 2 VOYA  
COREBRIDGE FINANCIAL FORMERLY AIG VALIC  
EQUITABLE FORMERLY AXA  
FIDUCIARY TRUST CO OF NEW HAMPSHIRE  
FIDUCIARY TRUST INTL FRANKLIN TEMPLETON  
HORACE MANN LIFE INS CO  
INDUSTRIAL ALLIANCE SEC BEN  
INVESCO OPPENHEIMERFUNDS  
LINCOLN INVESTMENT PLANNING  
METLIFE  
METLIFE INVESTORS  
MIDLAND NATIONAL LIFE INSURANCE  
NATIONAL LIFE GROUP LSW  
NATIONWIDE TRUST CO FBO NRS  
NORTH AMERICAN CO FOR LIFE AND HEALTH  
NY LIFE INS ANNUITY CORP  
ORION PORTFOLIO SOLUTIONS LLC FORMERLY FTJ FUNDCHOICE  
PACIFIC LIFE INSURANCE COMPANY  
PAUL REVERE INSURANCE GROUP  
PENSERV SMARTSAV FORMERLY FORESTERS  
PFS INVESTMENTS  
PLANMEMBER SERVICES CORP  
ROTH CALIFORNIA TEACHERS ASSOC CTA  
ROTH EQUITABLE FORMERLY AXA  
ROTH NATIONWIDE TRUST CO FBO NRS  
ROTH SECURITY BENEFIT  
SECURITY BENEFIT  
THRIVENT FINANCIAL FOR LUTHERANS  
TRANSAMERICA  
VANGUARD FIDUCIARY TRUST CO  
VOYA FINANCIAL RELIASTAR  
CALPERS DEFERRED COMPENSATION PRGM 457  
EQUITABLE FORMERLY AXA 457  
SECURITY BENEFIT 457