Annual 403(b) Plan Eligibility Notice

Van Buren School District offers all of our employees the opportunity to save for retirement by participating in the Van Buren Schools 403(b) Plan. You can participate in this plan by making Traditional 403(b) *pre-tax* contributions and/or ROTH 403(b) *after-tax* contributions. You are eligible to participate in this plan, whether or not you are actively contributing to it.

Not yet contributing to the 403(b) Plan?

To start your contributions to the 403(b) Plan, contact an approved 403(b) vendor Representative and complete an application.

Already contributing to the 403(b) Plan? Great News! You have an opportunity to increase your contributions to the 403(b) Plan.

If you are already currently contributing to the 403(b) Plan, you may be able to increase your *pre-tax* contributions and (if permitted by the Plan) ROTH 403(b) *after-tax* contributions. To change your contributions, complete and return a salary reduction agreement with your 403(b) Representative.
Of course, you can keep your contributions at their current level. In the alternative, if your current financial situation means that you need to lower your saving for retirement, you can change your contribution rate by completing a Salary Reduction Agreement with your Representative.

Phil Guffey – ING – 800.331.7435
Jimmy Power – VALIC – 501.258.6348
Charley Williams – EDWARD JONES – 479.474.3416
Howard Woodall – HORACE MANN – 479.452.2222

How much can I contribute?

You may contribute up to $17,000 in 2012. This amount may be adjusted annually. Also, if you are at least 50 years old and/or you have completed at least 15 years of service, you may also be able to *make additional catch-up contributions*. Each catch-up has its own limits. See your 403(b) Representative for additional information.

This Notice is not intended as tax or legal advice. Neither your employer not the investment providers offering retirement savings products under the plan can provide you with tax or legal advice. Employees are encouraged to contact their financial representative or tax professional with any questions.