

Retirement Plan Options

EMPLOYEE RETIREMENT BENEFIT

Research shows that Americans are living longer and their number of years in retirement is increasing. While your TRS pension may be enough to cover expenses during your initial retirement years, the reduced monthly income may not be sufficient for costly factors such as medical bills, taxes, and your desired standard of living. Contributing to a retirement savings plan can help supplement your pension during retirement.

Choosing to save with a 457(b) and/or a 403(b) allows you to save money in a pre-tax (Traditional) or after-tax (Roth) account. Contributions to the plan are salary-deducted from your paycheck and automatically deposited into your account. You may start and stop contributions at any time.

457(b) Savings Plan

- Employer-sponsored plan with fiduciary oversight by HUB Investment Partners and a committee of Superintendents/CFO's.
- High-quality, low fee investment options
- No commissions.
- No federal penalties to withdraw funds from account. Income tax still applies.
- Choose between target date funds, risk-based portfolios, or self-directed mutual funds.

403(b) Savings Plan

- Multi-vendor plan. You must research from a list of 50+ vendors and decide the best fit for you.
- Fees and investments vary per vendor.
- Commissions vary per vendor.
- 10% early withdrawal penalty (goes away at age 59 1/2 or age 55 if retired).
- Investment options vary by vendor, including fixed/variable annuities and mutual funds.

2026 Annual Contribution Limits

In 2026, you can contribute 100 percent of your compensation up to \$24,500, whichever is less. If you are age 50 or older, you can contribute up to an additional \$8,000 for a total of \$32,500, and an additional \$11,250 if you are ages 60-63 for a total of \$35,750. You may simultaneously contribute to both 403(b) and 457(b) plans.

Get started at www.ramsretirement.com

Enrollment assistance is available at www.ramsretirement.com/telewealth or by calling the Enrollment Hotline at 512-600-5204.



Registration Instructions

457(b) Enrollment Instructions

1. Start at www.ramsretirement.com/enroll.
2. Enter the name of your employer and choose the **457(b) Savings Plan**.
3. Follow the steps on screen to select your salary contribution and investment options. Don't forget to designate an account beneficiary.

Note: If you're unsure about which investment option to select, please contact us using the information below.

4. Continue until you get a confirmation notice, and you're done!

403(b) Enrollment Instructions

There are two steps in establishing your 403(b) account. First, you must research and choose a company from a list of 403(b) Approved Vendors. They will hold your money and investments. TCG is the plan administrator for the account and will manage your salary contributions, loans, distributions, etc. You must create two accounts as detailed below.

Step One: Create an account with an approved vendor

1. Visit www.ramsretirement.com/documents.
2. Find your employer and open the **403(b) Approved Vendor List**.
3. Evaluate and **contact a vendor** on the list and contact them directly to establish your retirement account.

Step Two: Set up your RAMS account

1. Visit www.ramsretirement.com/enroll.
2. Enter the name of your employer and select the **403(b) Admin Plan**.
3. Follow each step until you get a completion notice.
4. You're done! Login your account any time you wish to make contribution adjustments.

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