

Comparison of Osseo Public School District's 403(b) Plan and Minnesota Deferred Compensation 457 (b) Plan

CONTRIBUTIONS		
	Osseo Public School District's 403(b)	Minnesota Deferred Compensation Plan 457 (b)
Salary Reduction Agreement	A participant may make, modify or revoke a salary reduction at any time before the compensation to which it relates would otherwise become payable.	For new employees, to defer compensation payable during the first month of employment, the deferral agreement must be entered into on or before the first day the participant performs services for the employer. Existing employees may make, modify or revoke a deferral agreement before the first day of the month in which the compensation deferred is paid or made available
Employer Match	Minnesota state law allows an employer to match employee contributions up to one-half (1/2) of the permitted elective deferral to the plan per year.	Minnesota state law allows an employer to match employee contributions up to one-half (1/2) of the permitted elective deferral to the plan per year.
2025 Basic Contribution Limit (without catch up contributions)	Lesser of 100% of includible compensation or \$23,500. Applies only to Employee Contributions.	Lesser of 100% of includible compensation or \$23,500. Applies to Employees Contributions and Employers Matching Contributions.
15 Years of Service Catch Up	Employees with 15 or more years of full-time service may contribute an additional amount up to lesser of: 1) \$3,000 or 2) Amount equal to years of service with District times \$5,000 minus total of voluntary contributions made to plan through District in prior years. The maximum for this type of catch up is \$15,000.	N/A
Last 3 Years Catch Up	N/A	During final 3 years of service before the normal retirement age (typically 65-66), the basic contribution limit is increased to the lesser of: 1) Twice the contribution limit in effect for the year or 2) Contribution limit for the year (\$23,500 for 2025) plus unused contribution limit amounts from the prior years. In the last three years before normal retirement age, participants may take greater of last three years catch up or age 50 or older catch up, but not both.
Age 50 or Older Catch Up	Participants who are 50 or older may contribute an additional amount up to \$7,5000 (indexed) per year (2025). Participants who are 60-63 may contribute and additional amount up to \$11,250 (indexed) per year (2025) Applies in addition to catch up for participants with 15 years of service.	Participants who are 50 or older may contribute an additional amount up to \$7,5000 (indexed) per year (2025). Participants who are 60-63 may contribute and additional amount up to \$11,250 (indexed) per year (2025) In last three years before normal retirement age, participant may take greater of last three years catch up or age 50 or older catch up but not both.

Note: Contribution limits for each plan do not offset each other. Accordingly, an employee participating in both plans may contribute maximum amount to each plan.

DISTRIBUTIONS		
	Osseo Public School District's 403(b)	Minnesota Deferred Compensation Plan 457 (b)
Loans	Available	N/A
Portability	Rollovers to and from 401(k), 401(a)403(b), government sponsored 457(b) plans, and IRAs are usually available. Check with the plan administrator of both plans before attempting to rollover funds. If rolled into 457(b), early withdrawal restrictions outlined below still apply.	Rollovers to and from 401(k), 401(a)403(b), government sponsored 457(b) plans, and IRAs are usually available. Check with the plan administrator of both plans before attempting to rollover funds. If rolled into 457(b), early withdrawal restrictions outlined below still apply.
Withdrawals While Employed	<p>Permitted:</p> <p>1) After attaining age 59 1/2 (only in limited cases)</p> <p>2) In event of disability</p> <p>3) For hardship - e.g. home foreclosure, unreimbursed medical expenses, major property loss, purchase of a principal residence, funeral expenses and payment of education expenses.</p> <p>Pre- 59 1/2 withdrawals for hardship may be subject to 10% IRS penalty.</p> <p>Following distribution for hardship, must cease contributions for 6 months.</p>	<p>Permitted in event of:</p> <p>1) Unforeseeable emergency - e.g., bankruptcy, home foreclosure, unreimbursed medical expenses, disability and major property loss.</p> <p>2) Distribution of entire account balance if account is \$5,000 or less, no deferrals made within 2 years prior to distribution, and no similar prior distributions.</p> <p>3) Distribution of assets rolled into the plan.</p> <p>No 10% penalty tax applies to these withdrawals, regardless of age.</p> <p>Following distribution for unforeseeable emergency, must cease contributions for 6 months.</p>
Withdrawals After Separation from Service or Retirement	Pre 59 1/2 withdrawals may be subject to 10% IRS penalty tax. Certain exceptions apply. After 59 1/2, full or partial withdrawals may be made without penalty; or funds may be left in account without action until 70 1/2, at which time some form of scheduled withdrawals must begin.	At election of the Participant, payments may begin as early as 30 days following separation without penalty; or funds may be left in account without action until 70 1/2, at which time some form of scheduled withdrawal must begin.
Payout Options	<p>1) Full or partial lump sum</p> <p>2) Installment payments</p> <p>3) Annuity payments</p> <p>Also subject to minimum required distributions at age 70 1/2.</p>	<p>1) Full or partial lump sum</p> <p>2) Installment payments</p> <p>3) Annuity payments</p> <p>Also subject to minimum required distributions at age 70 1/2.</p>

MISCELLANEOUS		
	Osseo Public School District's 403(b)	Minnesota Deferred Compensation Plan 457 (b)
Payroll Taxes	FICA and FUTA apply to employee elective deferrals only, not to employer matching contributions	FICA and FUTA apply to employee elective deferrals and employer matching contributions
Administrative Charges	Funding operating expenses, which vary based on the investments selected (charged before account values are determined) plus administrative fees collected by MetLife from a participant's account in the amount of .20% of account value.	Funding operating expenses, which vary based on the investments selected (charged before account values are determined) plus an annual administrative fee collected by the State from a participant's account in the amount of .07% of account value, up to a maximum of \$70 per year.