

Supplemental Retirement Benefits

Who is Eligible? Any NCSD staff member with earned income reported via W2.

Why?: The 403(b) and 457(b) Plans provide an opportunity for employees to save and supplement outside of PERS and Social Security income in retirement.

What Plans Are Offered? 403(b) and 457(b) (Pretax and Roth accounts offered in both plans)

What is a 403(b)? The 403(b) Plan is a voluntary retirement savings plans and are called Tax Sheltered Annuities (TSA for short).

What is a 457(b) plan? The 457(b) Plan is a voluntary retirement savings plans similar to 403(b) Plans, 457(b) Plans are called Deferred Compensation Plans (DCP for short).

What is a Roth contribution? Roth contributions, unlike Traditional pretax 403(b) or 457(b) elective deferral contributions, are subject to Federal and State income tax withholdings (referred to as after-tax deferrals). The distribution of an employee's contributions from a Roth 403(b) or 457(b) account are tax-free at distribution if qualified, since taxes were paid on the contributions to the account in the year they were deferred.

How?: Penserv Plan Services administers these programs on behalf of NCSD. Contact Penserv with any questions, to verify eligibility for Special Catch-ups, to learn more about vendors, and for the enrollment steps for these plans. **Contact Penserv at 803.791.4923 or email service@penserv.com.**



	403(b) aka TSA	457(b) aka DCP
2025 Limits (You may contribute to both plans concurrently and max out in)	\$23,500, under age 50 \$31,000, age 50 or older	\$23,500, under age 50 \$31,000, age 50 or older
Special Catch-ups	15 Years of Service Catch-up: Up to \$3,000 per year (5 year max)	3 Year Pre-Retirement Catch-up: Up to \$47,000 per year (3 year max)
Traditional vs. Roth Deferrals	Traditional Pre-tax dollars – Taxable upon withdrawal. Roth After-tax dollars – Deferrals tax-free upon withdrawal if qualified.	
In-Service Distributions	Age 59 ½	Age 70 ½
Early Withdrawal Penalty	Yes (10% before age 59 ½)	No

Representatives

Corebridge Financial (formerly AIG, VALIC) 403(b)/457(b), Roth
Cecile Nguyen 503.310.5822 cecile.nguyen@corebridgefinancial.com
Fiona Cosmann 541.414.5015 fiona.cosmann@corebridgefinancial.com

Penselect/Foresters Financial 403(b)/457(b), Roth
Joshua Bostic 503.296.7676 ext. 282 joshua.bostic@ceterainvestors.com
Anna Pomykala 503.296.7676 ext. 277
anna.pomykala@ceterainvestors.com

Oregon Savings Growth Plan 457(b), Roth
Tim Ertz 503.789.9216 tim.ertz@voya.com

Vanguard 403(b), Roth (Self-Managed, employer #437595)
Customer Service: 1.800.569.4903 or investor.vanguard.com/403b-plans/

Voya 403(b)/457(b); Roth
Rolf Ellingsen 503.517.9363 rolf.ellingsen@voyafa.com
Pam Young 503.257.4637 pamela.young@voyafa.com

Invesco/Oppenheimer Funds
Joshua Bostic, or Rolf Ellingsen—see contact info above