Pleasant Hill School District 403(b) Plan
2026 Universal Availability Notice

To: **All Employees of Pleasant Hill Schol District**

In compliance with the requirements of IRC §403(b)(12(A)(ii) this Notice will advise you of the voluntary 403(b) program established and maintained for the benefit of our employees.

Eligibility: All employees of the Employer are eligible to participate in the 403(b) plan.

Deferrals Available and Limitations
When you enroll in the program, the amounts you elect to defer from wages to the 403(b) and/or 457(b) plan investment provider of your choice. Contributions may start, modify, or cancel at any time. The following deferral types are available:

Pre-Tax Salary Deferrals. Amounts deferred from wages to the 403(b) Plan or a 457(b) Plan before income taxes. These amounts will be taxable at the time of distribution.

Roth Salary Deferrals. After tax (subject to federal and state income taxes) deferrals to a designated Roth account are available, note some Investment Providers will require a separate account to receive Roth.

2026 Elective Deferral Limits

Basic Elective Deferral Limit:	**$24,500 in each plan type**
Age-Based Catch-ups (Ages 50-59 and Ages 64-up):	**$8,000 in addition to the Basic Limit (adjusted maximum limit $32,500)**
Age Based Super Catch-up Ages 60-63:	**$11,250 in addition to the Basic Limit (adjusted maximum limit $35,750)**

Special Catch-ups (subject to eligibility verification prior to use):

- 403(b) 15 Years of Service up to $3000 in addition to the basic limit and other applicable Age-Based Catch-Up

Special notice to employees with wages over $145,000 in 2025 from this employer: A new rule from the SECURE 2.0 Act applies to your contributions to the 403(b) plan if you are an employee with over $150,000 in W2 Box 3 FICA subject wages from this employer for 2025, your Age-based Catch-up amount must be deferred as Roth (after Tax) to the respective plan in 2026. This means your pre-tax deferrals to the plan(s) must not exceed the Basic Deferral Limit for 2026.

Additional Information Concerning 403(b) Limitations

1. Contribution limits are specific to the individual employee/taxpayer, Roth and Pretax must be aggregated for Elective Deferral Limits.
2. The combinations of all deferrals and employer contributions may not exceed 100% of your wages.
3. Age Based Catch-up eligibility applies to the participant age as of December 31 of the respective year.
4. 403(b) Elective Deferral Limits described above apply to your total deferrals to all 403(b), 401(k), SIMPLE, and SARSEP plans in which you participate.
5. The aggregate of all deferrals and employer contributions to a 403(b) plan are subject to an Annual Additions Limit, or 415(c) limit. For 2026 this is $72,000. Note that, Age Based Catch-up deferrals may be made in addition to that limitation). If you control an organization sponsoring a qualified defined contribution plan, all contributions made to that plan on your behalf must be aggregated with all 403(b) elective deferrals and employer contributions for this employer for the 415(c) limit plus applicable catch-up.

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Participant Instructions and Responsibilities

- Establish investment account(s) of your choice under the Plan IDs provided in the Investment Provider Options of this notice via account application or online process prior to submitting an Enrollment Form to your employer to begin deferrals to the plan.
- Submit an Enrollment Form to your employer to begin deferrals to the plan, noting applicable limits and payroll deadlines. (Note this will be the same form to use for modifying or cancelling deferrals in the future)
- Designate beneficiaries on investment account(s) and keep them updated.
- Monitor account(s) and paystubs regularly for accuracy. Communicate issues promptly.
- Update personal information (contact information, name changes) as necessary.
- Review your personal investment plan and consult your financial and/or tax advisor as appropriate.
- Exercise security over your apps, passwords, and physical information concerning your investments. When possible, utilize enhanced security tools such as Multi-Factor Authentication.

Assistance

You may join the Plan or receive assistance by first contacting your Employer's Benefit Representative, the Plan's Third-Party Administrator or one of the Investment Companies listed below.

Third Party Administrator
PenServ Plan Services, Inc.
TeamPNW - Phone (503) 444-3054
Email: TeamPNW@penserv.com
www.penserv.com

Employer Benefits Contact
Pleasant Hill School District
Hayley Dellinger
Phone (541) 736-0400 ext 194
Email: hdellinger@pleasanthill.k12.or.us

Investment Provider Options

Provider and Product Name	Product Type	Contact
American Century Vendor Plan Number: 112001	Mutual Funds	Phone (800) 345-2021 https://www.americancentury.com
American Fidelity Assurance Company Plan ID: 65838, Roth Available	Annuities	Phone (800) 662-1113 est. 5 https://americanfidelity.com
Corebridge Financial fka AIG Retirement Plan ID: 01447, Roth Available	Annuities	Phone (800) 448-2542 https://www.corebridgefinancial.com
Invesco Investment Services, Inc. Plan ID: 154331, Roth Available	Mutual Funds	Phone (800) 959-4246 https://www.invesco.com
Lincoln Financial Group Plan ID: CR26138	Annuities / Mutual Funds	Phone (800) 454-6265 http://www.lfg.com

Voya Retirement Insurance and Annuity Company Plan ID: VT4533 Online Enrollment: enroll.voya.com Access code: 045872	Annuities	Elle Brooks Phone (541) 343-2928 ext. 1001 elle@cypressadviser.com John Van Ravenhorst Phone (541) 343-2928 ext. 1003 john@cypressadviser.com Kimberly Blackmore Phone (541) 343-2928 ext. 1002 kim@cypressadviser.com Samantha White Phone (541) 343-2928 ext. 1004 samantha@cypressadviser.com