

Birmingham Community Charter High School District 403(b) Plan 2021 Universal Availability Notice

To: All Employees Birmingham Community Charter High School 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. The following information provides details of the Plan and outlines the procedures for enrollment.

Eligibility

All employees of the Employer are eligible to participate in the plan unless they are part of an Excluded Class. An Excluded Class is defined as an employee who:

- Is a non-resident alien with no U. S. income;

Contributions

When you enroll in the program, the amounts you designate as salary deferrals are withheld from your wages and forwarded to an investment provider of your choice. Contributions may be changed, started or stopped at any time. Several types of contributions are available in your Plan:

Pre-Tax Salary Deferrals. These are amounts contributed into a 403(b) plan that are deferred from your paycheck before federal income taxes are applied. State income taxes may or may not be applicable.

Roth Salary Deferrals. These amounts are also deferred from your paycheck, but are subject to federal and state income taxes. When you withdraw monies, however, the funds may be excluded from taxation. Special rules apply to Roth contributions and you should contact your tax advisor before electing this option.

- For **2021**, you may defer from your wages, a maximum of \$19,500 to all 403(b) and 401(k) plans unless you will reach 50 years of age during the year. In that case, you would be eligible to contribute an additional \$6,500. Deferrals may not exceed 100% of your wages.

15-Year Catch-Up Contributions. If you meet certain qualifying conditions, you may also be able to defer an additional amount under this option. Special rules apply and documentation of eligibility must be provided before this election will be permitted.

Rollovers. You may also rollover funds from another employer's plan if you receive an eligible rollover distribution. Before you can complete a rollover into this Plan, you must first receive an acceptance authorization before the monies to be applied to your account.

Limitation on Aggregate Annual Additions Notice

Your Elective Deferrals may not exceed contribution limits as determined by Applicable Law. There may be excess contributions to your 403(b) if you own more than 50% ("control") of another business and maintain a retirement plan for that business. In such event, the maximum contribution to all plans that you control and your 403(b) accounts or annuities for the year may not exceed IRC Section 415 limits, plus the age 50 catch-up limit, if applicable. Your Employer is responsible for knowing that you may control another business. You must notify your Employer that you have control of another business to ensure that you have not exceeded this maximum amount of contribution. If there is an excess between multiple plans, the excess must be removed from the 403(b).

Plan Investment Options

Your contributions to the 403(b) Plan must be made to an investment provider approved by your Employer.

NOTE: Before enrolling in the Plan, you should first establish an account with one of the Providers listed in this Notice.

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Once you have executed an investment contract, you should establish an account through the Plan's web site and create a secure login and password.

Assistance

You may enroll in the Plan or receive assistance with these provisions by first contacting one of the Investment Companies listed in this Notice, contacting the Plan's Third Party Administrator, or your Employer's Benefit Administrator. Additional information about the provisions and options in your Plan are available by contacting PenServ Plan Services, Inc. at (800) 849-4001 or from the Plan's web site.

Investment Provider Options

Provider and Product Name	Product Type	Contact
CalSTRS Pension	Annuities	Phone (844) 353-2872 www.pension2.com
Equitable (AXA)	Annuities	Derek Giacomazzi Phone (818) 587-4204 derek.giacomazzi@equitable.com
Invesco	Mutual Funds	Ahamad Manohorathat Phone (562) 743-2377 ahamad@zukfinancial.com Kelly Kruzick Phone (310) 393-9400 kkruzick@zukfinancial.com
MetLife	Annuities	Jacqueline Kaiser Phone (714) 425-1920 Jkaiser2@metlife.com
Midland National Life Insurance Co	Annuities	Phone (877) 586-0240 www.midlandannuity.com *Note: This vendor does not allow Roth contributions.
National Life Group	Annuities	www.nationallife.com
Vanguard Group	Mutual Funds	Phone (800) 569-4903 vanguard403bservices.com /application

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Third Party Administrator

PenServ Plan Services, Inc.

Plan Record-keeper

Phone (800) 849-4001

www.penserv.com

Email: 403badministration@penserv.com

Employer Benefits Administrator

Birmingham Community Charter High School

Amanda Dresser

Human Resources Manager

Phone (818) 758-4458

Email: a.dresser@birminghamcharter.com

Plan Web Site is available at:

www.penserv.com

Select: Login to Your Account