

Dover Area School District 403(b) and 457(b) Plans Universal Availability Notice

To: All Employees of Dover Area School District

In compliance with the requirements of IRC §403(b)(12)(A)(ii) this Notice will advise you of the voluntary 403(b) and 457(b) programs established and maintained for the benefit of Dover Area School District 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 403(b) and 457(b) plans.

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 or a 457(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 **2025**, you may defer from your wages, a maximum of \$23,500 to the 403(b) Plan and an **additional** \$23,500 to the 457(b) Plan unless you will reach 50 years of age during the year. In that case, you would be eligible to contribute an **additional** \$7,500 **to each** Plan. Deferrals may not exceed 100% of your wages.

Employer Contributions. The Plan also allows your Employer to make contributions to the Plan on your behalf.

Rollovers. You may be able to rollover funds you received as an eligible rollover distribution from another employer's plan. Before you can complete a rollover into this Plan, you must first receive an acceptance authorization before the monies can 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 you control and your 403(b) accounts or annuities may not exceed IRC Section 415 limits for the year, plus the age 50 catch-up limit, if applicable. Your Employer is responsible for knowing you may control another business. You must notify your Employer that you have control of another business to ensure you have not exceeded this limit. If there is an excess between multiple plans, the excess must be removed from the 403(b).

Plan Investment Options

Your contributions to the plans must be made to an approved investment provider.

NOTE: Before enrolling in the Plan, you MUST first establish an account with one of the Providers listed in this Notice. If a valid contract or account number has not been received by PenServ prior to receipt of a salary deferral, the contribution will be returned to your Employer.

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Once an investment contract is executed, a Salary Reduction Agreement that includes the Contract Number should be completed and submitted to your benefits representative or PenServ Plan Services, Inc., as instructed in your 403(b) Enrollment Guide.

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. Additional information on Plan options is available by contacting PenServ Plan Services, Inc. at (800) 849-4001 or from the Plan's web site.

Investment Provider Options

Provider Name	Product Type	Services Offered	Contact Information
Brighthouse Life Insurance Company	Annuities / Mutual Funds	403(b) only	Mark Strategos Phone (717) 600-1638 estrategos@financialguide.com
Corebridge Financial fka AIG Retirement Services	Annuities	403(b) and 457(b)	Mike Waverka Phone (800) 892-5558 ext. 88939 michael.waverka@corebridgefinancial.com
Equitable	Annuities	403(b) only	Christopher Strivieri Phone (215) 497-8312 christopher.strivieri@equitable.com
Horace Mann Insurance Company	Annuities	403(b) only	Phone (800) 999-1030 https://www.horacemann.com
Kades-Margolis	Mutual Funds	403(b) only	Michael Lynch Phone (800) 433-1828 ext. 238 mlynch@4kmc.com
Lincoln Investment Planning	Mutual Funds	403(b) and 457(b)	Brian Shank Phone (800) 232-7374 brian@phillipsfs.com
MetLife	Annuities / Mutual Funds	403(b) only	Mark Strategos Phone (717) 600-1638 estrategos@financialguide.com

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Midland National Life Insurance Company	Annuities	403(b) only	Mark Strategos Phone (717) 600-1638 estrategos@financialguide.com
Security Benefit	Annuities	403(b) only	Phone (800) 888-2461 https://www.securitybenefit.com

Third Party Administrator

PenServ Plan Services, Inc.
Plan Record-keeper
Phone 800.849.4001
www.penserv.com
Email: 403badministration@penserv.com

Plan Web Site is available at:

www.penserv.com

Select: Login to Your Account

Employer Benefits Administrator

Dover Area School District
Heather Thomas
Phone (717) 292-3671
Email: hthomas@doversd.org