

Annual Notice about Participating in Your Employer's 403(b) Plan

Hampton City Schools maintains the The Hampton City Schools 403(b) plan (the "403(b) Plan").

The following information is intended to provide you with information about the opportunity to participate in the 403(b) Plan, including the maximum amount under the Internal Revenue Code ("IRC") that may be contributed to the 403(b) Plan.

What are elective deferrals?

The 403(b) Plan may permit you to reduce your compensation by electing to contribute a percentage or dollar amount to the 403(b) on a pre-tax (and, if permitted by the 403(b) Plan, on a Roth after-tax) basis.

How much can I contribute annually to the 403(b) Plan?

In general, you may make elective deferrals (including Roth 403(b) contributions) to the 403(b) Plan up to \$19,500 in 2020 and up to \$19,500 in 2021. The Internal Revenue Service ("IRS") may adjust this dollar limit annually for cost of living. In addition, the 403(b) Plan may permit you to contribute additional amounts under the 15 Years of Service Catch-up and/or the Age 50+ Catch-up. Please contact your employer for additional information about these catch-up contributions.

What do I need to do to begin contributing elective deferrals or to change my current elective deferral contributions to the 403(b) Plan?

The 403(b) plan document identifies those employees who are eligible to participate in the 403(b) Plan. If you are eligible to participate in the 403(b) Plan, you may begin contributing to the 403(b) Plan by completing and returning a salary reduction agreement to your employer. In addition to the salary reduction agreement, you must also establish an account with investment provider(s) approved under the 403(b) Plan; you may also need to provide any additional information that may be required to enroll you in the 403(b) Plan.

If you are already currently contributing to the 403(b) Plan, you may be able to increase your pre-tax elective (and Roth 403(b), if permitted under the 403(b) Plan) contributions by completing and returning an updated salary reduction agreement to your employer.

Your employer can also provide you with information about who is eligible to participate under the 403(b) Plan, the forms needed to participate, and any additional protocols.

What is the total amount of employer and employee contributions that can be made annually to my 403(b) account?

In general, the total of all employer contributions, employee contributions (other than the Age 50+ Catch-up) and forfeitures allocated to your 403(b) account in 2020 cannot be more than 100% of compensation up to \$57,000. In 2021, that dollar limit increases to \$58,000 and is subject to IRS cost of living adjustments each year.

If you participate in (1) more than one 403(b) Plan or (2) in another employer's 401 qualified plan (including but not limited to a pension plan or 401(k) plan) or simplified employee pension plan *and* you have more than 50% ownership interest in that other employer:

This Notice is being provided to you because your employer has adopted the Voya Retirement Insurance and Annuity Company 403(b) Volume Submitter Plan. Your employer is responsible for notifying you of Internal Revenue Service requirements regarding annual contribution limits. This Notice is intended as general information only and is not tax or legal advice. (Rev 11/20)

- The IRC requires that contributions to those plans be combined with contributions to the 403(b) Plan for a single total contributions annual limit; and
- You are responsible for providing this information to the employer that provided this notice to you. The employer may ask you for additional contribution information about those other plans in order to monitor total contributions made to your 403(b) account in accordance with the IRC. Any excess received over the IRS annual contributions limit (including in coordination with other plans) must be corrected via your participant account under this 403(b) Plan.

Failure to provide necessary and correct information to your employer about your participation in other retirement plans could result in adverse tax consequences to you, including the inability to exclude contributions to the 403(b) Plan under section 403(b) of the Internal Revenue Code.