

Watchung Hills Regional High School 2020 Universal Availability Notice

To: All Employees of Watchung Hills Regional High School

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 Watchung Hills Regional High School employees. The following information provides details of the Plan and outlines the procedures for enrollment.

Eligibility

All employees who are employed by Watchung Hills Regional High School are eligible to participate in both the 403(b) and 457(b) Plans upon date of hire.

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 **2020**, you may defer from your wages, a maximum of \$19,500 to the 403(b) Plan and an **additional** \$19,500 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** \$6,500 **to each** Plan. 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.

Plan Investment Options

Your contributions to the 403(b) Plan and/or the 457(b) Plan must be made to an investment provider approved by Watchung Hills Regional High School. **(Before enrolling in the Plan, you should first establish an account with one of the Providers listed in this Notice.)** 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.

Other Employer Sponsored Retirement Plans

As stated above, Watchung Hills Regional High School also offers a 457(b) Plan to all employees as an added benefit. You are eligible upon date of hire and can contribute up to an additional \$19,500 (excluding 403(b) contributions). For 2020, you may defer an additional \$6,500 if you will be age 50 or older. For additional information please contact PenServ Plan Services, Inc

2020	403(b)	457(b)
Maximum annual contribution (to each Plan type)	\$19,500.00	\$19,500.00
Age 50 "Catch up" (additional contribution amount permitted)	\$6,500.00	\$6,500.00

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 Watchung Hills Regional High School Benefit's 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.

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Investment Provider Options

Provider Name	Product Type	Services Offered	Contact Information
AXA Equitable	Annuities	403(b) and 457(b)	Phone (800) 628-6673 www.axaonline.com Cesare Cagnina Phone (732) 452-7246 cesare.cagnina@axa-advisors.com Jill A Sherman Phone (732) 452-7294 jill.sherman@axa-advisors.com
FTJ Fund Choice, LLC	Mutual Funds	403(b) only	Timothy B Kenyon Phone (888) 505-5600 tim.kenyon@financialresources-usa.com
Lincoln Investment Planning	Mutual Funds	403(b) and 457(b)	Phone (800) 242-1421 http://www.lincolninvestment.com Joseph Caterina Phone (732) 874-5942 ext. 5309 jcaterina@lincolninvestment.com
Security Benefit	Annuities / Mutual Funds	403(b) only	(800) 888-2461 http://www.securitybenefit.com Keri M Watt Phone (888) 724-7526
Variable Annuity Life Insurance Company (VALIC)	Annuities	403(b) only	Phone (800) 548-9651 http://www.valic.com Anthony Sambrato Phone (800) 892-5558 Ext. 88066 Anthony.Sambrato@valic.com

Third Party Administrator

PenServ Plan Services, Inc.
Plan Record-keeper
Phone (800) 849-4001
www.penserv.com
Email: 403badministration@penserv.com

Employer Benefits Administrator

Watchung Hills Regional High School
Marisa Preston
Phone (908) 647-4800 Ext. 4854
Email: MPreston@whrhs.org

Plan Web Site is available at:

www.penserv.com

Select: Login to Your Account