

Get to Know Your **457 PTS Plan**

A Retirement Plan for Part-Time, Temporary, and Seasonal Employees

A 457 PTS plan is designed specifically for employees who aren't covered by their employer's regular retirement program.

Part time, temporary, and seasonal are defined as follows:

- **Part time** – Working 20 hours or fewer per week.*
- **Temporary** – Under a contract of two years or fewer.
- **Seasonal** – Full-time work for fewer than five months per year.

* Your employer's plan may define part time by a different number of hours.



Deferred Compensation

With the 457 PTS plan, contributions are made automatically each pay period on a pre-tax basis. Federal income taxes and, in most cases, state income taxes are deferred until assets are withdrawn.

A minimum contribution of 7.5% of your gross salary is required – this may be your contribution, your employer’s contribution, or a combination of both. The combination is determined by your employer. You can elect to save more than the 7.5% contribution by completing the 457 Contribution Change Form, which can be obtained from your employer.

Each year, you can defer a maximum of 100% of your gross compensation or an annual dollar limit, whichever is less. The annual deferral limit for 2024 is \$23,000 (\$30,500 if age 50 or over).

Withdrawals

When you leave employment, you can withdraw the assets in your account at any time. Withdrawals are taxed as regular income in the year they’re received. To maintain the tax-advantaged status of your account, you can move the money to an IRA or another eligible employer retirement plan.

Designate Beneficiaries

You designate a beneficiary, or beneficiaries, to receive any remaining assets upon your death. Beneficiaries control investment decisions, receive the most flexible withdrawal options allowed by law, and aren’t subject to any additional fees. If you don’t designate beneficiaries, your estate is the default beneficiary, in which case:

- Assets may not be distributed per your wishes.
- Assets are subject to probate costs, potential delays, and creditor claims.
- Non-spouse heirs may receive fewer tax benefits.

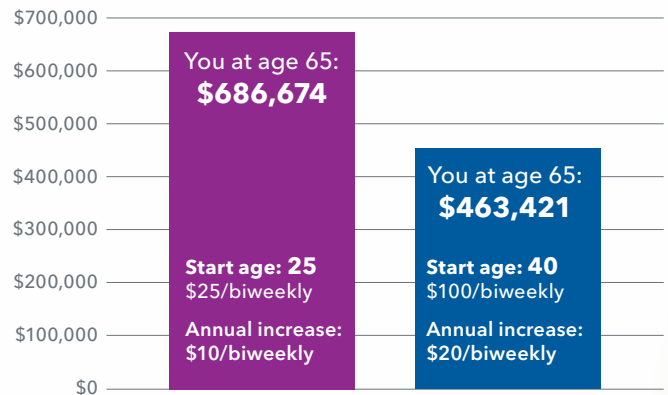
Learn More

Contact your MissionSquare Retirement representative.

Log in to your account to manage your savings and visit MissionSquare’s Financial Wellness Center for 100+ interactive and fun short videos, charts, calculators, articles, and tutorials. Get answers to your questions about debt, emergency savings, college tuition planning, investing, retirement planning, and much more: www.missionsq.org

Don’t Delay – Start Saving Today!

Saving now can help alleviate the pressure to catch up later. Starting early can give you an advantage due to compounding, in which your investments produce earnings from previous earnings.



For illustrative purposes only. Assumes an effective annual rate of 6%, compounded biweekly.



Founded in 1972, **MissionSquare Retirement** has helped more than 3 million people in public service retire well. MissionSquare is a mission-based financial services company that focuses on delivering results-oriented retirement plans, education, investments, and advice for those working in the public sector.

