



**Iowa Retirement Investors' Club (RIC)** - Your employer's 457/401a supplemental retirement savings benefit provides an easy way for you to save a portion of current wages for future income needs. Social Security (SS) and IPERS provide irrevocable income in retirement; RIC is your flexible income safety net. RIC has no vesting requirements.

Any eligible outside retirement assets may be rolled in (and out) of RIC at any time. RIC participants have two plan accounts: a 457 plan to receive employee contributions and a 401a plan to receive employer match contributions (if offered by your employer).

**Please Note:** Your employer determines certain RIC plan features, including choice of provider(s), Roth option, eligibility and employer contributions. Review your employer's plan details at [https://das.iowa.gov/RIC/PSE/plan\\_details](https://das.iowa.gov/RIC/PSE/plan_details).

**457 Employee Contributions Account** - Contributions to the 457 plan are through automatic payroll deduction only. The total of all 457 contributions in a tax year must not exceed the IRS declared annual maximum limits. You choose to:

- Contribute up to the [IRS annual limits](#). No minimum required\*.
- Make pretax, post-tax Roth contributions (if Roth available).
- Change contribution amounts or stop at any time.

**401a Account** - Employer match contributions (check availability at [https://das.iowa.gov/RIC/PSE/plan\\_details](https://das.iowa.gov/RIC/PSE/plan_details)) are made to the 401a plan. The 401a plan does not receive employee payroll deductions.

**Roll-ins** - You have the option to consolidate retirement assets. Your RIC 457 account will accept pretax and Roth rollover assets from previous employer 457 plans as well as Roth 401k and 403b plans. Your RIC 401 account will accept rollover assets (tax-deferred only) from plans such as a traditional/rollover IRA, 401k, 403b, 401a, etc. Assets rolled into RIC may be rolled out at any time without penalty or restriction. To roll assets into RIC, contact your RIC provider.





**Tax Advantages** - Tax benefits differ based on the tax treatment of payroll deductions and saver's tax credit eligibility. Contact a tax professional if you have questions about how these tax benefits may affect your specific needs.

- **Pretax** deductions are invested before state and federal income tax withholding.
- **Post-tax Roth\*** 457 deductions are invested after taxes are withheld.
- **The Savers' Tax Credit** of up to \$1,000 may be available if you qualify. (see [https://das.iowa.gov/saver\\_credit](https://das.iowa.gov/saver_credit))

**Enrollment** (always open) – Review enrollment steps and provider options below. During the enrollment process, you can also request a roll-in from an outside retirement plan.

**Step 1:** [Complete and submit your employer's RIC Account Form](#) (to request your RIC payroll deduction request).

**Step 2:** Open your 457/401a accounts with a RIC provider. See [your employer's plan detail webpage](#) to view enrollment options. This step includes designating your beneficiaries and choosing your investments. *Your payroll deductions will be deposited to the investments you choose. For a list of investments being offered by the providers, see the RIC-A-Glance. For additional provider information, go to Providers & Investments.*

Enrollment Options	 (formerly AIG)			
<b>Online</b>	<a href="#">Enroll online</a> (457/401a)	(Not available)	<a href="#">Enroll online</a> (457/401a)	<a href="#">Enroll online</a> (457/401a)
<b>In person</b>	<a href="mailto:Shawn.Monahan@corebridgefinancial.com">Shawn.Monahan@corebridgefinancial.com</a> <a href="#">Area agent list</a>	<a href="mailto:IowaRICenrollment@mecatalyst.com">IowaRICenrollment@mecatalyst.com</a> <a href="#">Area agent list</a>	<a href="mailto:Mike.Reiter@horacemann.com">Mike.Reiter@horacemann.com</a> <a href="#">Area agent list</a>	<a href="mailto:VoyalowaRICInbox@Voya.com">VoyalowaRICInbox@Voya.com</a> Call for area agent information
<b>By phone</b>	515-240-1233	833-999-IOWA (4692)	844-895-0980	515-698-7973
<b>Print forms</b>	<a href="#">Print forms</a> (457/401a)	<a href="#">Print forms</a> (457/401a)	<a href="#">Print forms</a> (457/401a)	(Not available)

\* Roth earnings are tax-free if a distributable event has occurred, account is held 5+ years and participant is age 59½ or older, disabled, or deceased.

**Distributions-** A “distributable event” must occur to be eligible for a distribution.

Event	Description	Requirements
<b>Unforeseeable emergency withdrawal</b>	In-service distribution of 457 assets due to a qualified financial hardship, such as home foreclosure or uninsured medical bills	Completion of <a href="#">Unforeseeable Emergency Withdrawal form</a> .
<b>Cash out</b>	In-service distribution of inactive small balance 457 accounts	No RIC contributions in the previous 24 months and total 457 assets = \$5,000 or less. Contact <a href="#">RIC</a> to request this type of distribution.
<b>Age 70 ½+</b>	In-service distributions of 457/401a assets due to attainment of age 70 ½	Distributions are allowed but not required. Contact <a href="#">RIC</a> to request this type of distribution.
<b>Separation from employment</b>	No distribution is required until <a href="#">required beginning date</a> . 457/401a assets are available for distribution in a wide variety of payment options.	Contact your RIC provider to request this type of distribution. Employer/RIC approval is not required.

**Distribution Requests** - Once separated from employment, you may request distributions directly from your RIC provider (exception-IPERS service credit purchase\*\*). RIC active provider products have no surrender penalties or restrictions.

**Options at separation from employment** - You are not required to begin distributions until you reach your [IRS required beginning date](#). No employee contributions can be made after separation from employment.

- Stay invested and take cash when you need it. Change investments, providers, advisors, etc. at any time.
- Take lump sum payments as needed (no maximums).
- Set up systematic payments. You choose the payment amount and frequency (change or stop at any time).
- Purchase a lifetime income annuity based on your life expectancy (irrevocable).
- Rollover to an outside retirement account (or roll money into RIC).
- Purchase IPERS service credits\*\* (non-taxable transfer).
- Choose any combination of options.



Pretax Distributions	Post-tax Roth Distributions
Taxed as ordinary income	Tax-free if qualified*

Pretax Distributions
Taxed as ordinary income

*457 distributions have no IRS early withdrawal penalty*

*Possible IRS 10% penalty prior to age 59½*

### Tax Treatment of Distributions -

Taxation of distributions differs based on the tax-treatment of contributions.

### Program Education

- RIC program presentations (webcast or on-site) are available by request from your employer.

**Want more information?** For additional program information, visit <https://das.iowa.gov/RIC/PSE>. If you have questions, please call a RIC provider directly or call RIC at 866-460-4692.

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\*\* If you are eligible to purchase IPERS service credits and wish to make a non-taxable transfer of RIC 457/401a pretax assets to IPERS, contact IPERS at 800-622-3849 or [info@ipers.org](mailto:info@ipers.org) to determine eligibility and cost to purchase. If you wish to make a purchase, send the IPERS form to [RIC](#) for approval.