

Did you know...

Howard County Public Schools offers its **Employees** a **low-cost**, deferred compensation program?



What makes the **Howard County Public Schools Deferred Compensation Plan** offered through **Nationwide** a smart way to save for retirement?

The ability to contribute the annual maximum to the 457 plan, even if you are contributing the maximum amount to a 403(b). (If you cannot contribute to both plans, just compare the two to determine which may be better for you.) Here are more reasons why:

- **No Withdrawal Penalty**

Unlike 403(b) or 401(k) plans, the School's 457 plan allows participants the ability to withdraw funds upon separation from service regardless of age and without any withdrawal penalties. Withdrawals will be taxed as ordinary income.

- **Well-Known Mutual Funds**

A variety of well-known mutual funds are available, as well as a Self-Directed Brokerage Option (SDBO) available through Charles Schwab and Company (Member SIPC).

- **Roth Contribution Option**

You can designate all or part of your contributions to the 457 plan as after-tax Roth 457 contributions. The benefit? You pay taxes on your contributions now, based on your current tax bracket, and avoid taxes later if certain conditions are met.¹ This can lead to a higher payout later if you expect to be in a higher tax bracket upon retirement. For more information on Roth contributions, visit www.Howard457.com.

- **A Place for Unused Sick and Vacation Pay**

Putting unused sick and vacation pay in a 457 Plan gives you the benefit of deferring taxes on that money and allowing it to potentially grow with the rest of your account until you take a distribution at retirement.

Remember, investing involves risk including possible loss of principal and there is no guarantee that investment objectives will be achieved.

- **Dedicated Service**

Our salaried, non-commissioned field retirement specialists and our call center focus solely on you as an **Howard County Public Schools Employee** and the Howard County Deferred Compensation Plan, with no auxiliary products to sell.

After all, this is about your retirement, not ours!

Contact one of your Retirement Specialists for more information.

Scott Wamboldt Phone: 410-274-9568
wambolr@nationwide.com or

Richard DeNardi Phone: 443-417-4302
denarr1@nationwide.com

Visit Howard457.com for complete information.



Nationwide®

¹ Contributions and earnings from a Roth are not taxable if the distribution is made after five consecutive tax years since the first Roth contribution was made AND the distribution is made after age 59½, or because of death or disability, or a qualified first-time home purchase for Roth IRA.

Retirement Specialists do not give legal or tax advice. Please consult your attorney or tax advisor for answers to specific questions.

Retirement Specialists are registered representatives of Nationwide Investment Services Corporation, member FINRA.

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PLAN COMPARISON CHART

| Questions | Nationwide Deferred Compensation | 403(b) Tax-Sheltered Annuity Plan |
|--|--|--|
| Who is eligible to participate? | Employees of state and local government, including public school employees. | Employees of educational institutions and certain nonprofit organizations. |
| What is the maximum I may contribute? | \$18,500 this calendar year. | \$18,500 this calendar year. |
| May I “catch-up” in a later year? | Age 50 or older catch-up contribution: \$6,000 this calendar year. Special 457 Catch-up provision available within 3 years of retirement. These two provisions may not be used in the same year. | Age 50 or older catch-up contribution: \$6,000 deferral this calendar year. |
| May I roll over money from other retirement accounts?* | Yes — from a 457(b), 401(k), 403(b), or traditional IRA. NOTE: If you reach age 59½, but have not separated from service, you can transfer your 403(b) plan account to your 457(b) plan account. | Contact your plan provider. |
| May I roll over my retirement account to another type of retirement account, like an IRA? * | Yes — to a 457(b), 403(b), 401(k), or traditional IRA, upon leaving employment. | Yes — to a 457(b), 403(b), 401(k), or traditional IRA, upon leaving employment. |
| When may I withdraw money from my account without penalty? | <ol style="list-style-type: none"> 1. When you separate from service, regardless of age. Withdrawals are taxed as ordinary income. 2. Age 70½, even if you continue to work. 3. If you qualify for a hardship withdrawal. | <ol style="list-style-type: none"> 1. If you continue to work past age 59½ and the plan document allows this provision. 2. If you qualify for hardship withdrawal. |
| Must I elect my payout date when I leave employment? | No. Not only are your withdrawal options flexible, so is your payout date. | Contact your plan provider. |
| Does the plan permit a loan provision? | Yes. A \$50 loan initiation fee applies.** | Yes. |
| Are there coordination limits between plans? | No. You can contribute the maximum to each plan (assuming only one 457(b) plan). | No. You can contribute the maximum to each plan. |
| Are there surrender charges? | No. Nationwide does not charge a back-end sales load fee if you leave the plan. | Contact your plan provider. |
| Are there administrative account fees? | Yes. A low .09% fee. | Contact your plan provider. |
| How can I access my account information? | Account access is available 24 hours a day, seven days a week at Howard457.com. Call 1-877-677-3678 or one of your Retirement Specialists. | Contact your plan provider. |
| Are there sales commissions? | No. Nationwide Retirement Solutions does not pay commissions on the sales of its products or services. | Contact your plan provider. |
| What are my investment options? | Nationwide provides a diversified lineup of well-known investment options and a Fixed Account option. A Self-Directed Brokerage Option account available through Charles Schwab and Co., Member SIPC, is available, as are two bank products. | Contact your plan provider. |

* Qualified retirement plans, deferred compensation plans and individual retirement accounts are all different, including fees and when you can access funds. Assets rolled over from another retirement account may be subject to surrender charges, other fees and a 10% penalty if withdrawn before age 59½.

**The Roth 457 does not permit loans.

Federal and state income tax laws are complex and subject to change. The information is based on current interpretations of the law and is not guaranteed.