

PLAN HIGHLIGHTS

JANUARY 2019

Diocese of La Crosse and Affiliated Employers 403(b) Plan

**Presented By: Mutual of America
Milwaukee Regional Office**



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The 403(b) Plan - Why It Is Important to You?

The 403(b) Plan sponsored by Diocese of La Crosse and Affiliated Employers is a valuable benefit. It offers you an excellent opportunity for long-term saving — even if you're only able to save a little right now.

Saving now is important because people are living longer and many want to retire at an earlier age. Furthermore, personal savings and Social Security may not be enough to support your standard of living at retirement. Moreover, factors such as inflation and taxes can eat away at your retirement savings.

Learn more about saving for retirement — including how to contribute to the 403(b) Plan, what type of contributions will be made on your behalf by Diocese of La Crosse and Affiliated Employers and more...

When can I participate?

There is no age or service requirement to make salary reduction contributions to this plan; employees who are non-resident aliens with no U.S source income may not contribute to the plan.

Additionally, the following class or classes of employees may not participate in this plan:

- All employees who normally work less than 20 hours a week.

Why should I contribute?

There are a number of advantages to contributing to Diocese of La Crosse and Affiliated Employers's 403(b) Plan.

- **Pre-Tax Contributions:** Through salary reduction, your contributions are deducted from your paycheck before they can be taxed as ordinary income. You pay less in

income taxes now because your 403(b) contributions lower your taxable salary.

- **Tax-Deferred Growth:** Any investment or interest earnings are not subject to federal income tax until they are withdrawn.
- **Possibility of Lower Tax Bracket at Retirement:** Chances are your federal income tax bracket will be lower at retirement. As a result, your future income tax obligation for your 403(b) withdrawals could be less than if federal income taxes had been paid in your current tax bracket.
- **Compounding:** Compounding is the principle of reinvesting your earnings. The earlier you start saving, the longer the period of time over which you can accumulate investment return.

How much can I contribute to the plan?

The maximum contribution permitted by the Internal Revenue Code (IRC) is \$19,000 in 2019. In the year that you reach age 50, and for each year after that, you are eligible to make additional catch-up contributions. For 2019, that amount is \$6,000. In addition, there is a special catch-up provision for participants who have completed 15 years of service with this employer. The special catch-up amount allowable varies depending on the specific circumstances. Please refer any questions concerning the allowable amount to the Contact identified in this booklet. All limits apply only to salary reduction contributions.

All of your contributions excluding loan repayments to the plan are made through salary reductions withheld from your pay. You may not contribute to the plan by check or any other form of payment, except for a direct rollover from another eligible plan.

Am I permitted to make Designated Roth Contributions (DRCs)?

The Diocese of La Crosse and Affiliated Employers 403(b) Plan permits you to designate all or a portion of your contributions as DRCs. If you elect to do so, that portion of your salary reduction contribution designated as Roth Contributions will be subject to current federal income taxation. Generally, the amount you contribute as DRCs, and the earnings on those DRCs are not subject to federal income taxes when distributed to you. If you make DRCs they will be aggregated with any pre-tax elective deferrals when determining your overall elective deferral annual limit.

When and how much does Diocese of La Crosse and Affiliated Employers contribute to the plan?

The Diocese of La Crosse and Affiliated Employers 403(b) Plan includes both employer Matching Contributions and employer Base Contributions.

You must be at least 18 years of age and there is no minimum service requirement to receive employer Matching Contributions under this plan.

You must be at least 18 years of age and there is no minimum service requirement to receive employer Base Contributions under this plan.

Employer Matching Contributions on your behalf:

If you meet eligibility requirements, then your employer will make a Matching Contribution equal to 100% of the salary reduction amount you are contributing during the plan year that does not exceed 2% of your compensation received during the plan year.

Employer Base Contributions on your behalf:

If you meet eligibility requirements, then each plan year your employer will make a Base Contribution on your behalf equal to 1% of your compensation for that year. This employer Base Contribution will be made whether or not you are making contributions.

What is vesting and when am I vested?

Vesting means you are entitled to the value of your individual account attributable to employer contributions, even if you terminate employment with Diocese of La Crosse and Affiliated Employers before retirement, provided you satisfied the service requirements below upon termination.

The value of your individual account attributable to your own contributions is always fully and immediately vested.

Matching Contribution Vesting:

The value of your individual account attributable to employer matching contributions is vested according to the following schedule:

Years of Vesting Service Vested Percentage

Less than 2 year(s)	0%
2 year(s)	33%
3 years	67%
4 years or more	100%

Base Contribution Vesting:

The value of your individual account attributable to employer base contributions is vested according to the following schedule:

Years of Vesting Service Vested Percentage

Less than 2 year(s)	0%
2 year(s)	33%
3 years	67%
4 years or more	100%

Automatic Vesting:

The account value of employer contributions is fully and immediately vested when you reach age 55 or if you are totally and permanently disabled or die.

What is a QDIA and how does it affect me?

If you do not make an affirmative allocation election because you were automatically enrolled or for any other reason, then any contribution to your account, both salary reduction contributions (if applicable) and employer contributions (if any), will be allocated to the Qualified Default Investment Alternative your employer has selected. Diocese of La Crosse and Affiliated Employers has selected the Mutual of America Retirement Funds as its QDIA.

How can I invest my money?

Mutual of America's group annuity contracts make available an Interest Accumulation Account and Separate Account investment funds, which provide a range of differing securities, classes, styles and objectives. All of the funds have strong liquidity characteristics, and none of them bears a degree of risk that is so unusually high that it would be inappropriate as a retirement plan investment alternative. These funds also provide participants with a choice of different investment managers. Together with the Interest Accumulation Account, these funds are designed to appeal to the differing risk tolerances, circumstances and objectives that can be expected to be

encountered among a range of employees participating in retirement plans.

Can I take a Loan?

You may request a loan based on the vested value of your individual accounts except for employer contributions, which are not available for loan purposes. To find out if you are eligible, how much you can borrow and the terms and conditions of the loan please visit our website at mutualofamerica.com or call our Loan Specialists at 1-800-468-3785.

When can I start receiving benefits from the Diocese of La Crosse and Affiliated Employers 403(b) Plan?

In general, vested employer and employee contributions may be withdrawn for the following reasons:

- Disability
- Termination of employment
- Plan termination

Additionally, your plan permits withdrawals of vested employer and employee contributions due to:

- Hardship
- Attainment of age 59½

What is a Hardship withdrawal and when is it available?

A Hardship is generally defined as an immediate and heavy financial need by you, or in some cases by certain of your family members, dependents or beneficiaries. Under the plan, Hardship situations are limited to purchase of (and certain repairs to) a principal residence, certain tuition expenses, certain funeral expenses, certain medical expenses, payments necessary to prevent eviction from (or the foreclosure of a mortgage on) your principal residence, and losses arising from certain natural disasters.

The Hardship withdrawal cannot exceed the amount of the immediate need, including amounts necessary to pay any federal, state or local income taxes or penalties reasonably anticipated to result from the withdrawal. The maximum amount available for a Hardship Distribution, however, does not include earnings on elective deferrals.

Before you can qualify for a Hardship withdrawal, you

may be required to make any available withdrawals from this and other retirement plans.

What distribution options are available to me?

- A lump-sum payment
- Periodic partial withdrawals
- Rollover of funds to another eligible retirement plan or an IRA
- Specified Payments Option (SPO)
- A guaranteed lifetime annuity*
- Automatic Minimum Distribution Option (AMDO) to satisfy minimum distribution requirement upon attainment of age 70 ½

*This guarantee is subject to Mutual of America's financial strength claims-paying ability.

If your balance does not exceed \$1,000 at the time of termination of employment, you will receive a mandatory distribution of your account balance.

Can I roll over my balance from a prior employer's retirement plan?

Once you are participating, you may also make a rollover contribution to this 403(b) Plan with Diocese of La Crosse and Affiliated Employers. A rollover contribution is a distribution you are entitled to receive from another eligible retirement plan, which you transfer into this plan. Examples of rollover contributions to this plan are eligible distributions from Tax-Deferred Annuity (TDA), 403(b) Thrift, 401(k), 401(a) Defined Benefit and 401(a) Defined Contribution plans, as well as from an Individual Retirement Annuity (IRA). This plan will not accept any after-tax contributions, except for Designated Roth Contributions.

To find out if your balances under previous employer retirement plans are eligible for a rollover distribution, please contact your Mutual of America representative in the Milwaukee Regional Office.

**Even the smallest contribution amount can make a huge difference.
A LITTLE GOES A LONG WAY!**

THIS MUCH PUT ASIDE EACH MONTH:	GROWS TO THIS MUCH IN 20 YEARS:	WHAT IT AMOUNTS TO EACH MONTH*
\$12	\$5,441	SMALL PIZZA
\$20	\$9,069	2 MOVIE TICKETS
\$50	\$22,627	DINNER FOR TWO

This illustration assumes a tax-deferred investment with a hypothetical average annual rate of return of 6% compounded monthly. This is NOT a prediction of any type of investment, nor is it representative of any investment strategy. Investment returns are NOT guaranteed and your actual return may vary significantly.
**These prices are based on reasonable assumptions - local prices may vary.*

How can I access my account?

You can access your account at the Mutual of America website, mutualofamerica.com, under "My Account." Once logged in, you can transfer balances between the Interest Accumulation Account and Separate Account investment funds.* Allocation changes can also be processed under "My Account." When you make an allocation change, you must select the funds to which future contributions should be allocated, as well as the percentage of total contributions to be applied to each selected fund.

Additionally, you can view the following:

- A breakdown of the individual fund balance and the total account balance for each plan, plus contribution information and current allocations for that plan
- Recent Financial Transactions
- Year-to-date Personal Rate of Return, as well as for the prior 3 months, 1 year, 3 years, and 5 years
- Quarterly Investment Performance
- Detailed information for each of the Separate Account investment funds, such as Objective, Fund Manager, Top Ten Holdings and Industry Allocation
- Quarterly Statement of account (if signed up for eDocuments)
- Helpful Articles and Tools

* Subject to Mutual of America's Frequent Transfer Policy.

I have a question about my 403(b) Plan, who can I contact?

Please contact Maggie Haze, Mutual of America, at 414.359.1221 or your local Human Resources Staff if you have any questions concerning your 403(b) Plan with Diocese of La Crosse and Affiliated Employers.

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