

Dear Employee,

The Eureka Union School District is pleased to make an IRS Section 457 Deferred Compensation Plan (457 Plan) available to their employees. 457 Plan becomes another enhancement for your retirement planning. Presently, employees may participate in an IRS Code 403b plan, more commonly known as a Tax Sheltered Annuity (TSA), or a 457 plan. The 457 Plan allows you to contribute tax-deferred money to various investments for retirement instead of or in addition to the amount you have allocated to a 403b.

Under a 457 Plan:

- * You can contribute up to \$19,500 in 2021 annually into your 457 Plan account and still put the maximum deposits into your 403b plan which is the same as the 457 at this time.

You can contribute \$26,000 in 2021 if you are 50 years old or older.
- * In addition to monthly contributions, you are able to deposit any special pay, bonuses or other lump sums into your 457 Plan account as long as you remain within the annual limit.
- * A 457 Plan can be rolled over at retirement or separation of service into an IRA, 403b, 401k, or you may leave it in the 457 Plan.
- * A 457 Plan, unlike the 403b, does not impose a 10% early distribution penalty.
- * You may borrow from your 457 Plan program, with all interest and principal paid going back into your own account.

The Plan we selected is managed by Kenny Clyde Financial through Orion Portfolio Solutions and has four important features:

1. There are NO sales charges or surrender fees and NO fund-to fund transfer fees.
2. You may choose from over 1200 different mutual funds.
3. Kenny Clyde is available to help you choose funds based on your needs and time frame.

Please call Jennifer Clyde at Kenny Clyde Financial for more information on your 457 Plan investment options. 530-823-8873.

457 FLEX FORM

Deferred Compensation



Please Print

Employee Name: _____ Employer Name: _____

Employee SS#: _____ Date of Birth: _____

Salary Adjustment Agreement for Tax Sheltered Annuities

---- IMPORTANT NOTICE ----

Before you sign, read all information on this form: (Note: **ALL** employees are eligible to participate in a 457 Plan. A 457 Plan is an investment account that is set aside for your retirement (only), and is paid for with “pre-tax” dollars. Please check with your financial advisor for maximum contribution amounts.)

Part 1. Contribution Information: (Select only those that apply)

- Initiate New Salary Reduction. I have already opened a 457 Plan; my account # is _____. Please deduct \$_____ per pay period.
- Change Salary Reduction. This is notification to change the amount of my 457 salary reduction from \$_____ to \$_____.
- Change Service Provider. This is notification to change my Service Provider (indicate amounts in Part 2) from _____ to _____. My new account # is _____.
- Discontinue Salary Reduction. Please discontinue my 457 salary reduction with the following Service Provider _____.

IMPLEMENTATION DATE: Salary reduction instructions shall be implemented in accordance with Employer’s administrative schedule.

Part 2. Service Provider (Investment Company): (This section must be completed if you are participating in the Plan)

Investment Company	Amount Per Pay Period
1. Orion Portfolio Solutions	
Total Annual Remittance:	

Part 3. Agreement

The above-named Employee agrees to modify his/her salary as indicated above. Employer agrees to transfer the above-stated funds on Employee’s behalf into the annuity or custodial accounts selected by Employee. It is intended that the requirements of all applicable state or federal income tax rules and regulations (Applicable Law) will be met. The Employee understands and agrees to the following:

1. This Salary Reduction Agreement is legally binding and irrevocable with respect to amounts paid.
2. This Salary Reduction Agreement may be changed with respect to amounts not yet paid.
3. This Salary Reduction Agreement may be terminated at any time for amounts not yet paid or available, and that a termination request is permanent and remains in effect until a new Salary Agreement is submitted.

Employee acknowledges that Employer has made no representation to Employee regarding the advisability, appropriateness, or tax consequences of the purchase of the annuity and/or custodial account described herein. Employee agrees Employer shall have no liability whatsoever for any and all losses suffered by Employee with regard to his/her selection of the annuity and/or custodial account, its terms, the selection of the insurance company or regulated investment company, the financial condition, operation of or benefits provided by said insurance company or regulated investment company, or his/her selection and purchase of shares of regulated investment companies. Nothing herein shall affect the terms of employment between Employer and Employee. This agreement supersedes all prior salary reduction agreements and shall automatically terminate if Employee’s employment is terminated.

----- IMPORTANT INFORMATION -----

1. Employer does not choose the annuity contract or custodial account in which your contributions are invested. Employer neither endorses any authorized 457 vendor, nor is responsible for any investments.
2. Employees are responsible for setting up and signing the legal documents to establish your annuity contract or custodial account.
3. In order to receive the expected tax results, Employees are responsible for investing in annuity contracts or custodial accounts that meet the requirements of Section 457 of the Internal Revenue Code.
4. Employees are responsible for naming a death beneficiary under annuity contracts or custodial accounts. This is normally done at the time the contract or account is established. Beneficiary designations should be reviewed periodically.
5. When provided all required information in a timely manner, EUSD is responsible for determining that salary deductions do not exceed the allowable contribution limits under Applicable Law, and will complete MEA calculations as required by law.
6. Employees should ensure that EUSD is notified of any distributions or loans from vendors.

To be Completed by Employee

Part 4. Employee Signature (Please Return to Payroll Office unless otherwise advised)

I certify that I have read this complete agreement and that my salary reductions do not exceed contribution limits as determined by Applicable Law. I understand my responsibilities as an Employee under this Program, and I request that Employer take the action specified in this agreement. I understand that all rights under the annuity or custodial account established by me under the Program are enforceable solely by me, my beneficiary or my authorized representative.

Employee Signature: _____ Date: _____

To be Completed by Sales Agent/Representative

Part 5. Acknowledgement and Representation of Sales Agent/Representative

I agree to comply with all pertinent written directives regarding the solicitation of Employees. Additionally, I will notify EUSD regarding any distributions or loan to participants.

Sales Agent/Representative Name: _____ Phone: _____

Address: _____ Date: _____

To be Completed by Business Office

Part 6. Employer Signature

_____	_____	_____	_____
Employee Hire Date	# of 457 Pay Periods	Salary	457 Effective/Change Date

Employer hereby agrees t this Salary Reduction Agreement

Employer Signature: _____ Title: _____ Date: _____



457 Retirement Simplified



The guide to long-term financial freedom

WHERE DO YOU STAND?



Are you investing enough to secure long-term financial freedom?

Investing for retirement has never been more important. Longer life expectancies and declines in social security benefits and pension plans place increased emphasis on personal savings plans.

We all know contributing to a retirement plan is wise, but with so much to consider – whether saving for college, paying down debt, or building an emergency fund – fitting retirement into the financial mix can seem daunting.

But it doesn't have to be difficult. With dedicated guidance and access to leading investment resources, your retirement portfolio becomes a powerful tool for achieving life-long financial stability.



YOUR GUIDE TO RETIREMENT



The road to financial security in retirement begins with a clear understanding of the benefits of investing, smart financial practices, and professionally guided investments.

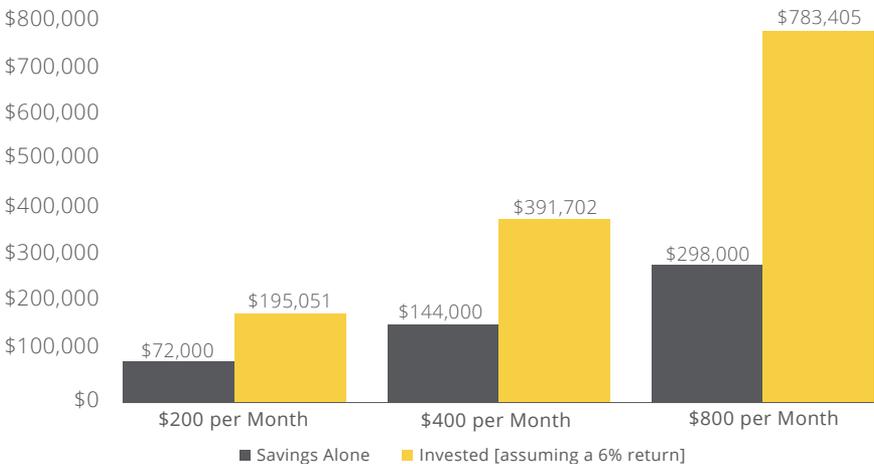
Why Start Today?

Starting your retirement savings now is essential to achieving your long-term financial goals. The power of compounding interest amplifies the value of your investments – allowing every dollar to accrue additional value through gained interest. Over time, that gained interest begins to generate additional interest, exponentially increasing the growth of your wealth.

Simply put, small investments today can deliver big impact to your future financial well-being.

Saving versus investing over thirty years.

Source: Bankrate Compound Interest Calculator



This information is for illustrative purposes only and may not be representative of current or future portfolios. This information should not be considered investment advice.

WHAT TO CONSIDER



Retirement Goals

When do you want to retire? Also, what standard of living do you plan to maintain? Identifying your goals is the first step to securing financial stability in retirement.

Risk Tolerance

How much risk are you willing to accept for a given level of potential growth? Investing within your risk comfort zone will help reduce unnecessary stress.

Contribution Amount

Did you know that age can affect your maximum allowable 457 contribution, or that 457 contribution limits are independent of other retirement investments, potentially raising your maximum allowable contribution? Understanding your contribution options and ensuring they are aligned to meet your goals is foundational to achieving financial freedom in retirement. Many factors should be considered when determining contribution amounts. Your advisor can help you navigate these in a personal investment plan.

Taxes

How will investing affect your taxes, and how can you maximize tax benefits? Your 457 investments may be tax deferred, meaning every contribution lowers your taxable income. Understanding tax deferral opportunities is another great way to make every dollar go further – both now and in retirement.

PROFESSIONAL GUIDANCE



Relying on the expertise of your financial advisor can help make the most of your investments. Working to understand your financial goals, your advisor can take the stress out of investing, guiding you to strategies that are tailored to fit your unique needs.



YOUR INVESTMENT TOOLBOX



Available for 457 retirement plans

With your advisor, a partner of Orion Portfolio Solutions – a leading turnkey asset management program – you are delivered the power of robust, digital investing tools paired with dedicated guidance.

Your digital investment platform gives you:

- Access to leading investment strategists
- Robust research and investing tools
- Quarterly performance statements
- Unlimited fund transfers
- Digital account access
- No minimums
- No front-end charges
- No transaction costs

You gain access to a holistic and affordable investment solution that is tailored to fit your retirement needs.

GETTING STARTED



The best time to invest is now. Talk to your financial advisor, and start your journey to financial freedom today.

My Name is:

Age:

In how many years would you like to retire?

Net income per year:

How much do you plan to save per month?

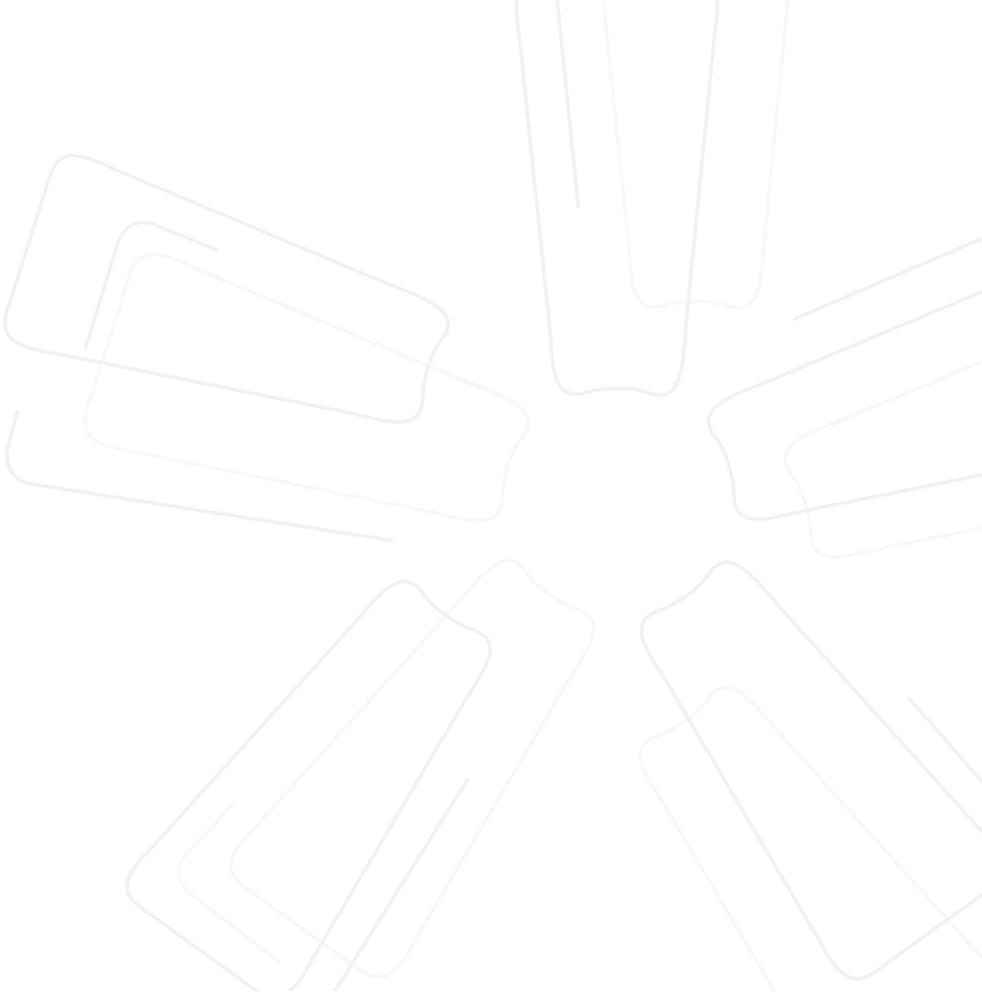
How much have you invested in retirement?

My vision for life in retirement are:

The best time to reach me is:

Email

Phone



ORION
PORTFOLIO SOLUTIONS



Compliments of:
orionportfoliosolutions.com

Trust. Guidance. Confidence. Protection.



10 BENEFITS OF WORKING WITH A FINANCIAL ADVISOR

When we think of financial advisors, investment return immediately comes to mind. The benefits of working with the right financial advisor not only include tailored investment advice, but also extend far beyond investment selection and returns.

1 FINANCIAL HEALTH ASSESSMENT

We tend to be biased when evaluating our finances. A financial advisor will assess your current financial health from an objective standpoint.

2 TAILORED GOAL FORMATION

From professional and personal to health and familial, setting goals is a daunting task. The right financial advisor will help you draw a financial thread through your ambitions and set appropriate, realistic, and manageable fiscal goals to help you realize your full potential.

3 PRIORITIZATION

We are overrun with goals and setting realistic targets is only half the battle. Financial advisors will help you create, prioritize, and implement actionable items to guide you towards financial independence.

4 GOAL TRACKING

The right financial advisor will keep track of your goals and monitor your progress. When you face life transitions, your financial advisor will reassess your goals and also your movement toward them providing you with peace of mind.

5 BEHAVIORAL MANAGEMENT

A financial advisor's role in your life is most critical during times of heightened change and emotion. Be it that you are having your first child or buying your dream home, or sadly, entering widowhood, the right financial advisor will help you manage your emotional and behavioral tendencies allowing you to slow down and make the right decisions during these life changing moments.

6

TAX EFFICIENCY

The right financial advisor knows when to prioritize tax efficiency and can recommend the best approach for you be it directly or through a recommended professional partner.

7

ASSET ALLOCATION

Asset allocation is an ongoing process of due diligence and the monitoring of the portfolio itself. The right financial advisor works tirelessly to ensure your portfolio is balanced and enlists the help of strategists when needed to customize your asset allocation in the best way possible.

8

RISK MANAGEMENT

Risk management is a key benefit of working with a financial advisor. The right financial advisor will assess your risk tolerance on an ongoing basis and ensure that your goals, actions, and investments are inline at all times.

9

LEAVING A LEGACY

Financial advisors can help you create a family legacy. Be it by investing in your children through college savings and payment plans or advising on trusts and estates, the right financial advisor will help guide you directly or through recommended professional partners.

10

FINANCIAL PLANNING

Each of these items listed creates a financial plan, yet we tend to overlook the importance of it. The main benefit of a financial advisor is that they help you create a broad plan that includes far more than just investment advice. The right financial advisor will sit with you and develop a realistic and comprehensive plan to meet your financial goals by addressing financial weaknesses and building on financial strengths.

Compliments of



In some cases fee-based accounts may be more costly depending on your trading frequency, however it is important to weigh the advantages of the whole program and the ongoing role of the advisor and not just trading costs. In addition to advisory fees, investors should understand TAMP program fees may include Administration, Account Maintenance, Strategist, and Trading & Custody fees. Please refer to all applicable ADV brochures for additional information regarding program fees and conflicts of interest.

