



Plan Sponsor Newsletter

A 403(b)/457(b) Quarterly Newsletter from
U.S. OMNI & TSACG Compliance Services

WINTER 2024

MAC Limit Information for 2025

The IRS increased the 403(b) and 457(b) normal limits and implemented some changes for the 2025 calendar year. Here is a snapshot of those changes for a quick reference:

What's Changed?

- The normal calendar year limit for 403(b), 457(b) and 401(k) plans will increase by \$500 to \$23,500 for 2025.
- The age-based additional amount remains unchanged at \$7,500 for 2025; **however**, this regular age-based additional amount is applicable to those **aged 50 to 59 or 64 and older** during the calendar year ending 12/31/2025.
- Starting January 1, 2025, SECURE 2.0 Act of 2022 includes a modification of the rules for participants utilizing the age-based catch-up in 403(b) and 457(b) plans, which allows employees **aged 60 to 63** to make higher catch-up contributions of up to \$11,250.
- Any other catch-up options that may be applicable to your Plan(s) remain unchanged.

2025 MAC Limit Information

Elective Deferrals (401(k) & 403(b) Plans)	\$23,500.00
457 Deferral Limit	\$23,500.00
Age Based Catch-Up Contributions for Ages 50-59 & 64+ (403(b) & 457(b) Plans)	\$7,500.00
Age Based Catch-Up Contributions for Ages 60, 61, 62, & 63 (403(b) & 457(b) Plans)	\$11,250.00
Service Based Catch-Up Contributions (403(b) Plan Only)	\$3,000.00
Annual Additions Limit (401(k) & 403(b) Plans Only) Combination of Employee & Employer Contributions	\$70,000.00

Plan Reminders

403(b)/457(b) Employee Reminders

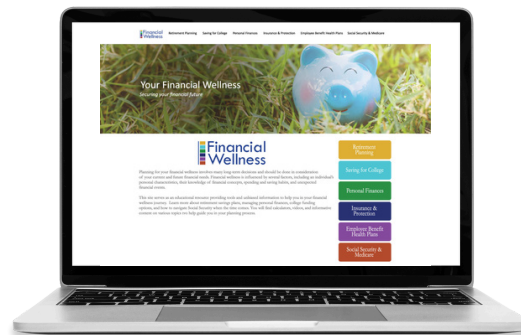
We provide all Plan Sponsors with electronic Universal Availability and electronic plan materials for distribution to their employees. We house these pieces on your web page at www.tsacg.com. Employees can access the information 24/7 at their leisure and preferred pace.



We encourage Plan Sponsors to take the opportunity several times throughout the year to remind staff of the general employee benefits that are available to them. Plan Sponsors can email their staff the basic 403(b) and/or 457(b) informational pieces, which can include the employer specific Annual Retirement Benefits Guide, meaningful notice, employee newsletters, Plan Participation Guide, and more. These plan specific pieces and other information can be easily found on our website and viewed on-demand: <https://www.tsacg.com>.

Links to our website and plan educational pieces can also be posted on an employer Intranet benefits page(s), where all benefit information is typically housed.

Free Financial Planning Tools for Employees



Financial Wellness Center

Your employees can learn more about retirement savings plans, managing personal finances, college funding options, and how to navigate Social Security when the time comes. Calculators, videos, and informative content on various topics can help guide your employees in their planning process.

To explore our Financial Wellness Center, go to: <https://usrbpfinancialwellness.com>.

Online Distribution System for Employees

OMNI/TSACG continues to maintain an advanced Web-based Online Distribution System (ODS) for use by participants, plan sponsors, and investment providers assisting participants. The system provides employees the ability to submit their transaction request 24 hours a day, seven days a week. Utilizing online transaction forms is the fastest and easiest way for authorization of a distribution from your account.

ODS can be easily accessed on our site, and the direct link is <https://transaction.tsacg.com>. Distribution transactions may include loans, transfers/exchanges, rollovers, hardship withdrawals, QDROs, or cash distributions. Only transactions allowed by your employer's plan can be processed. In addition, OMNI/TSACG representatives are available to assist users or answer questions if necessary.

Are You Thinking about Adding a New Plan?

If you would like to start the new year by adding an additional plan type such as a 457(b), a ROTH 403(b), or a ROTH 457(b), please contact Plan Support, and we will get the process started for you. If you have questions about adding an additional plan option for your employees, your Plan Consultant is available to discuss your concerns and answer any questions you may have surrounding the process as well as the compliance considerations of an additional plan.

You can reach the Plan Support team at plansupport@tsacg.com or call 888-777-5827 ext. 0.

