



that employees of public agencies, including school districts, who are not members of the employer's existing retirement system as of January 1, 2012, be overfunded Social Security or a qualifying alternate plan. The 457(b) FICA Alternative

and provides substantial cost savings compared to Social Security.

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### Benefits of Contributing to a 457(b) FICA Alternative Plan

- Bridge your retirement income gap
- Lower your taxes
- Automatic savings via payroll deductions

## Important Points About Your 457(b) FICA Alternative

**Eligibility:** An employee is required to participate in the FICA Alternative Plan if they meet one of the eligibility requirements listed below.

- Part-time (20 hours or less per week)

: The FICA Alternative investment portfolio is selected by the employer and directly overseen by an Investment Advisory Committee. The portfolio is comprised of a broad range of stock and bond mutual funds, as well as individual bonds typically held to maturity. The portfolio is periodically adjusted to adapt to changing market conditions. You can view the investments as of the end of each calendar quarter and the asset performance data for the quarter, year to date and other time periods on the [www.tcgservices.com](http://www.tcgservices.com) website.

### Distributions


Alternative Plan account balance when an employee becomes eligible for a distribution for any of the following reasons:

- Termination of Employment
- Permanent and Total Disability
- Death
- Retirement
- Changed employment status to a position covered by another retirement system (e.g., TRS)

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# Additional Important Points About Your 457(b) FICA Alternative

Taxation

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