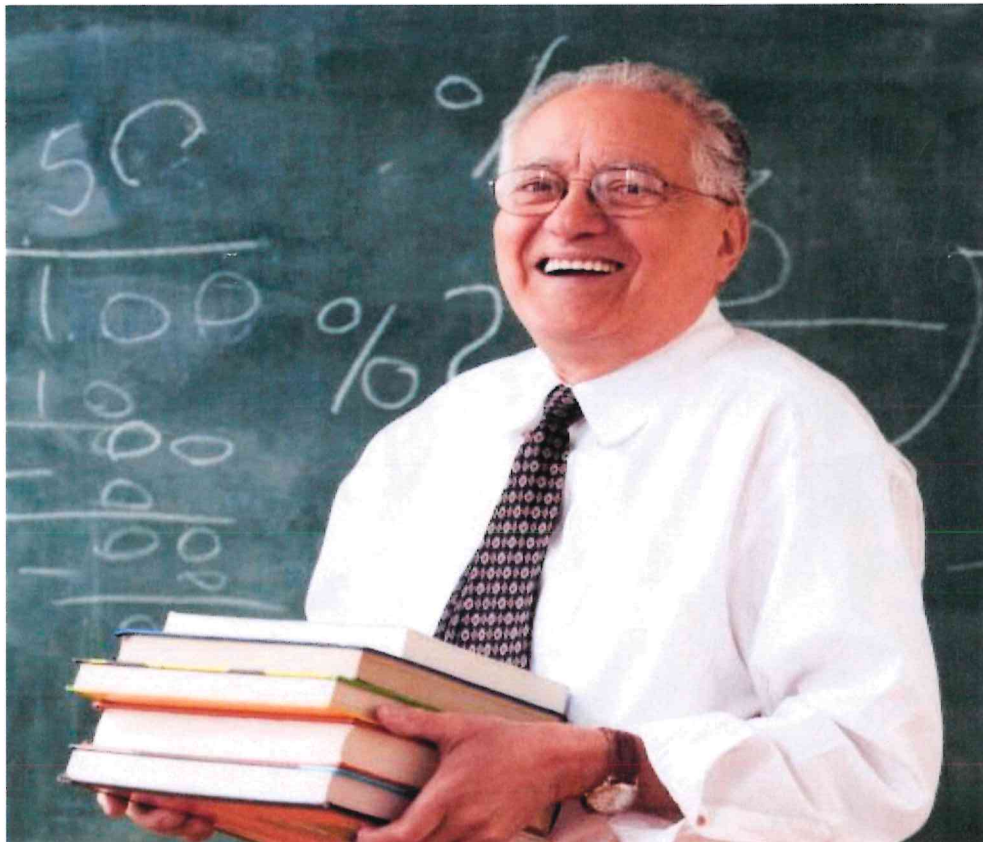




Your Voluntary Retirement Plans

403b, ROTH 403b, 457b & ROTH 457b



Approved 403(b) & 457(b) Vendor Listings

Updated As of October 1, 2025

(R) Vendor accepts ROTH 403(b) contributions.

- | | |
|---|---|
| 1. American Century Investments #1164 (R) | 21. Metropolitan Life Ins. Co. (#1024) (R) |
| 2. American Fidelity Assurance Co. #1062 | 22. Midland National #1043 |
| 3. American United Life (AUL) #1128 | 23. Modern Woodmen of America #1015 |
| 4. Amerprise Financial Inc. #1041 (R) | 24. National Life Group (LSW) #1036 (R) |
| 5. ASPIRE Financial #1967 (R) | 25. New York Life #1083 |
| 6. Brighthouse Financial #1073 (R) | 26. North American Co. for Life & Health #1472 |
| 7. CTA Voluntary Plan for Educators #1926 (R) | 27. Orion Portfolio Solutions /FTJ #1148 (R) |
| 8. CalSTRS-Pension 2 #1097 (R) | 28. Pacific Life Insurance Company #1130 |
| 9. Corebridge Financial #1117 (R) | 29. PlanMember Services #1127 (R) |
| 10. Equitable/AXA #1067 (R) | 30. Putnam Investments #1145 (R) |
| 11. Fidelity Investments #1133 (R) | 31. ReliaStar Life Insurance Co #1060 (R) |
| 12. Fiduciary Trust Comp. New Hampshire #1042 | 32. Security Benefit #1022 (R) |
| 13. Franklin Templeton Investments #1025 | 33. Thrivent Financial #1038 |
| 14. GWN Securities Inc. #1113 (R) | 34. TIAA #1023 |
| 15. Horrace Mann Investors #1963 (R) | 35. Vanguard #1102 (R) |
| 16. Horrace Mann Life Ins Co. #1014 (R) | 36. VOYA ReliaStar Life #1060 (R) |
| 17. Industrial Alliance Pacific Life Ins Co #1135 (R) | 37. VOYA Retirement Ins. & Annuity Co #1961 (R) |
| 18. Invesco/Oppenheimer Funds #1121 (R) | |
| 19. Lincoln Financial Group #1029 (R) | |
| 20. Lincoln Investment Planning #1068 | |



SCAN FOR QUICK ACCESS
TO PLAN RESOURCES

457(b) & ROTH 457(b) Investment Providers:

1. ASPIRE Financial (R)
2. CalPERS 457b/VOYA (R)
3. CalSTRS Pension 2 (R)

For Plan Support, Investment Options & Education, Please Call:

Glen V. Guglielmina
650-766-1651

Securities Offered Through Arkadios Capital, Member FINRA/SIPC CA. Lic. #0E43727

Redwood City School District

403(b) / ROTH 403(b) Voluntary Retirement Account Benefits:

You can use the 403(b) pre-tax and/or the ROTH 403(b) after tax compensation retirement Plan to add additional value to your retirement savings. A 403(b) / ROTH 403(b) Plan is employer sponsored. It is an employee benefit provided to you by RCSD. Every RCSD employee is eligible to participate in the plans.

When it comes to saving for retirement, an employer-sponsored retirement plan offers many advantages:

Generally, you pay no federal or state income taxes on the money you put into the 403(b) pretax account until it is time to take withdrawals. You pay no federal or state income taxes on any interest or earnings until you take withdrawals and with a ROTH 403(b) account interest or earnings may be tax free. You have the advantage of investing in professionally managed accounts available to your plan or you may seek the safety of a fixed annuity. Participating in an employer-sponsored plan is a quick and easier way to save towards retirement.

How much can I contribute?

The contribution limit for 2025 is \$23,500 in pre-tax salary deferral and/or after-tax ROTH contribution, separately or combined. If over 50 years old, you may add an additional \$7,500 for a total of \$31,000.

How do I enroll?

The first step in the enrollment process is to establish a 403(b), ROTH 403(b) or 457(b) account with one of the RCSD's approved vendors. You may obtain a list by contacting your Employee Benefits Department and request that a list be sent to you. To learn about your approved vendors, you may contact our local Plan advisor, Glen Guglielmina, by calling **650-766-1651**. Once you have selected a vendor you will need a Salary Reduction Agreement. If you wish to terminate, change the amount of your contribution or change vendor(s) selections, you must inform the Business Office in writing by using a Salary Reduction Agreement. Use the RCSD - QR on back to access your 403b Resource Portal and the SRA Plan form.

Employee Investment Decisions

You are responsible for choosing the investment that is appropriate for your personal circumstances. Investment choices are solely the responsibility of the employee. RCSD makes no recommendations and is not responsible for any gains or losses attributed to your investment, nor for any actions of the investment manager or custodian.

Transactions & Approval

Once you have opened a 403(b) account you will at some time need to complete a transaction of your accumulated funds. This may include a loan, transfer, exchange, distribution or RMD. Whatever it may be, the IRS requires that it be approved under the written provisions of the Plan. This approval is gained through your Third Party Administrator, "TPA"; National Benefit Services, NBS. Please go to their website: <https://nbsbenefits.com/non-erisa-403b-forms/>

Note: Distributions from these types of accounts normally require a qualifying event. This includes retirement, age 59 ½ years old, separation from service or death. Hardship withdrawals are available in the event of financial hardship. Please consult with your tax advisor regarding these provisions. Loans are permissible under the Plan if your account contract allows for it. Certain loan restrictions are applicable. See Plan document.

IRS Early Withdrawal Penalties:

The IRS may assess a 10% early distribution penalty in the event a distribution takes place prior to your age of 59 ½ years old. There are waivers to this penalty, but generally it will be assessed. Please consult with your tax advisor for information regarding this penalty. All distributions are considered taxable income by the IRS in the year they are taken.

All Plans' Information Resources: Call 650-766-1651

Use this QR to reach your Exclusive 403b Plan Resource Portal:



Additional 403(b) Information can be found at www.403bcompare.com too.

RCSD's Local Plan Advisor:

Glen Guglielmina is our 403(b) Plan Support person. He is also an Investment Advisor and works with 403b Plans, Retirement Accounts, Estate Planning and Tax Planning for Individuals and Employers. If you have questions regarding your 403b, IRA, 401k, 457b accounts; you may call him at TF# 650-766-1651.

All securities are subject to risk and fluctuation in value. Past performance is no guarantee of future results. Read the prospectus carefully before any investment.

Securities offered through Arkadios Capital, Member FINRA/SIPC
CA Insurance Lic. # 0E43727

Investment Products Available

There are two categories of investment products available: Mutual Funds and Annuity products.

MUTUAL FUNDS

A mutual fund is an investment that pools money from many participants and invests in stocks, bonds, short-term money-market instruments or some combination of the three. The combined holdings of stocks, bonds, or other assets that the fund owns are known as its portfolio. Each investor in the fund owns shares, which represent a part of these holdings. There are two kinds of mutual funds: loaded mutual funds and no-load mutual funds. A load is a commission the investor must pay in order to purchase and/or to sell that fund. All mutual funds have operating costs. You may save the cost of an advisor if you choose that option, if offered by that Investment Company. Mutual funds are securities regulated by the Securities and Exchange Commission (SEC) but are not guaranteed or insured by the Federal Deposit Insurance Company (FDIC).

FIXED ANNUITIES

A fixed annuity works much like a certificate of deposit but is not insured by the Federal Deposit Insurance Company (FDIC). Generally, investors are given two interest rates: the current rate and the guaranteed rate. The current rate is the return that the insurance company promises to pay for a set period of time, typically between one and five years. The guaranteed rate, usually lower, is the minimum rate that investors will likely receive after the current rate expires, regardless of market conditions.

EQUITY INDEXED ANNUITIES

Also known as a Fixed Indexed Annuity or an Indexed Linked Annuity, this product is sub-class of the fixed annuity. Interest in an Equity Indexed Annuity is linked to a market index such as the S & P 500, the Dow Jones Industrial Average, or the NASDAQ. A participant's money is not actually invested in the index. Instead, the interest rate paid is determined by a formula created by the insurance company that is tied to a market index. This product is not insured by the Federal Deposit Insurance Company (FDIC). There have been numerous warnings about the cost and suitability of these products.

VARIABLE ANNUITIES

A variable annuity offers a range of investment options, such as mutual funds that invest in stocks, bonds, short-term money-market instruments or some combination of the three. These investment options are referred to as the sub account. The value of the investment will vary depending on the performance of the investments in the sub account. There is usually a death benefit that will pay a beneficiary the greater of the account value or a guaranteed minimum amount, such as total purchase payments. Variable annuities are securities regulated by the Securities and Exchange Commission (SEC) but are not guaranteed or insured by the Federal Deposit Insurance Company (FDIC).

403(b) Salary Reduction Agreement



1 Personal Information * An Asterisk denotes a required field. Any required fields left blank will result in a rejected SRA.

* Participant Name		* Employer Name	
Participant Mailing Address, City, State, Zip Code		Phone Number	
Date of Birth	Date of Hire	Email Address	* Social Security Number (required)

2 Salary Reduction

The Salary Reduction Agreement (SRA) is utilized to establish, change, or cancel salary reduction withheld from your paycheck and contributed to the 403(b) plan on your behalf. Please check the appropriate boxes listed below and list the beginning of the month in which you intend your contributions to begin under the Effective Date. To change, begin, or cancel contributions, enter your desired amount(s) and investment provider(s). **This SRA will cancel and replace any previously submitted 403(b) SRA. You must list all new and existing 403(b) deductions on this SRA form or they will be cancelled.** The salary reductions identified in the space below will be the only deductions performed starting on the Effective Date.

*Investment Provider Name**	*I have established an account with this vendor	*Monthly Dollar Amount	*Type of Deferrals			*Requested Action		*Effective Date SRA Due Date from website prior to desired payroll date
			Pre-Tax 403(b)	Roth 403(b)	Other			
	☐	\$	☐	☐	☐	☐ New ☐ Change	☐ Existing ☐ Cancel	
	☐	\$	☐	☐	☐	☐ New ☐ Change	☐ Existing ☐ Cancel	
	☐	\$	☐	☐	☐	☐ New ☐ Change	☐ Existing ☐ Cancel	

Total Monthly Contributions

****Please Note:** Certain investment providers may not pay the administration fee. **If you select an investment provider that does not pay the administration fee, the fee will be deducted and paid from your salary reduction amount.** Please refer to the approved vendor list at www.nbsbenefits.com/403b for a current listing of providers that have agreed to pay the fee.

3 Financial Advisor/Agent Information

Financial Advisor/Agent Name	Financial Advisor/Agent Phone Number
Financial Advisor/Agent Email Address	Financial Advisor/Agent Fax Number

4 Employee Approval

I understand and agree to the following:

1. This Salary Reduction Agreement (Agreement) is an agreement between my employer and me that I have entered into voluntarily.
2. This Agreement supersedes and replaces all prior Salary Reduction Agreements.
3. The Agreement is legally binding and irrevocable with respect to amounts paid or available while this agreement is in effect.
4. The Agreement may be terminated or modified at any time for amounts not yet paid or available.
5. Nothing herein shall affect the terms of my employment with the employer.
6. This Agreement shall automatically terminate if my employment is terminated.
7. If the Salary Reduction Agreement is received less than 5 business days prior to the SRA due date, it is not guaranteed to be processed for that SRA due date.
8. My salary reduction do not exceed contribution limits as determined by applicable law.
9. I am responsible for notifying my Employer if I own more than 50% of another business and adopt a retirement plan for that business to ensure I have not exceeded the maximum contribution amount to all plans involved.
10. Any contribution that exceeds the maximum contribution limit must be distributed from my Employer's 403(b) plan.

I authorize the automatic cancellation of this Salary Reduction Agreement in the event of any of the following: (1) if either my employer or National Benefit Services, LLC (my employer's third-party administrator) believe additional contributions will cause me to exceed limits under Code Section 415 or 402(g), (2) if I take a hardship distribution, if available, or (3) if I take an unforeseeable emergency distribution, if available.

I have read and understand the information contained on page 1 of this Agreement. I understand that by making this application the release of my confidential information to third parties may occur as necessary to administer the Plan in accordance with the Internal Revenue Code.

Employee Signature	Date
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403(b) Salary Reduction Agreement

Participant Instructions

The Salary Reduction Agreement (SRA) is utilized to establish, change, or cancel salary reductions withheld from your paycheck and contributed to the 403(b) Plan on your behalf. The SRA is also used to change the investment providers that receive your contributions. Upon completion, fax or mail a copy of the form to National Benefit Services, LLC. Please note that this form is not valid unless all applicable sections are completed and you have signed the form. If you have questions regarding this form, please call 1-800-274-0503 ext 5.

Upon completion, fax (1-800-597-8206), securely email (403bsupport@nbsbenefits.com), or mail a copy of the form to National Benefit Services, LLC.

Please allow 5 business days for processing. Salary Reduction Agreements received less than 5 business days prior to the SRA due date are not guaranteed to be processed for that SRA due date.

Important Information

The Employee agrees to indemnify and hold the Employer and National Benefit Services, LLC (NBS) harmless against any and all actions, claims, and demands that may arise from the purchase of annuities or custodial accounts in this 403(b) Plan. The Employee acknowledges that neither the Employer nor NBS have made representation to the Employee regarding the advisability, appropriateness, or tax consequences of the purchase of the annuity and/or custodial accounts. The Employee agrees that neither the Employer nor NBS shall have any liability for any and all losses suffered by the 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 solvency of, 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.

The Employer reserves the right to alter terms of this Agreement as required to facilitate program compliance with state and federal law.

The Employer does not choose the annuity contract or custodial account in which the Employee's contributions are invested.

The Employee is responsible for setting up and signing the legal documents to establish the annuity contract or custodial account.

In order for the Employee to receive the expected tax results, the annuity contract or custodial account established must meet the requirements of Section 403(b) of the Internal Revenue Code. It is solely the Employee's responsibility to establish the proper type of contract or account for this purpose.

The Employee is responsible for naming a death beneficiary under the annuity contract or custodial account. This is normally done at the time the contract or account is established, although the designation should be reviewed from time to time.

The Employee is responsible for investment decisions, distributions, and any other transactions with the insurance company or investment company and shall have total responsibility for all distributions and any resulting tax consequences. All rights under the contract or account are enforceable solely by the Employee, the Employee's beneficiary, or the Employee's authorized representative.

The insurance or investment company may be required to receive approval from the Employer or National Benefit Services, LLC, prior to executing certain transactions including loans, hardships, distributions, or transfers (as permitted by the Plan).

The Employee understands that information contained in this Agreement and other non-public information may be shared with the Employer's designated third-party administrator in conjunction with the operation of the 403(b) Plan.

Retain a copy of this form for your records.