



DON'T WORRY, RETIRE HAPPY

Getting Ready to Retire and Take Income



Iowa
Retirement Investors' Club (RIC)
Look forward to retirement!



- **Program Review**
- **Contributions/roll-ins**
- **Investments**
- **In retirement**
- **Taxes**



Program review

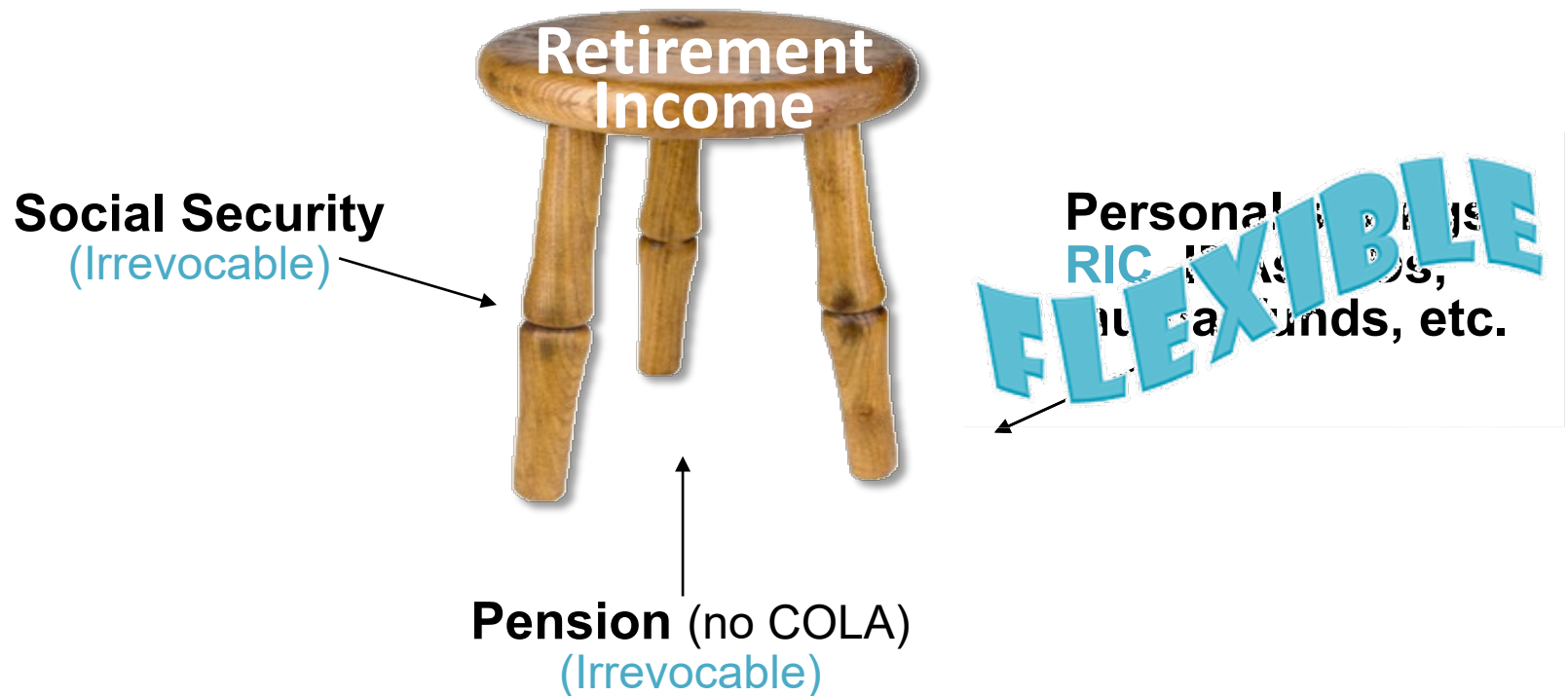
The Iowa **Retirement Investors' Club (RIC)** is administered for the exclusive benefit of all participants and beneficiaries.

Participants enjoy:

- Tax advantages
- Employer match
- Diversified no-cost/low-cost investment options with no penalties or restrictions
- Flexible distribution options

Program review

In retirement, RIC is the your flexible source of income.



Program review

RIC participants have **2 RIC accounts**.

- **457 plan** employee contribution account





	Pretax	Post-tax Roth*
Tax treatment of <i>deductions</i>	No withholding	Regular income tax withholding
Immediate tax benefit	Lower taxable income reported	None
Tax treatment of <i>earnings</i>	Tax-deferred until withdrawn as cash	Tax-free for qualified distributions

Do I have to open a new 457 for Roth contributions?

*This is not a Roth IRA

Contributions (tax benefits)

Roth 457 vs. Roth IRA

	Type of Roth	Funding Source	Income Limits	Contribution Limits	RMD at 70 ½
Employer-sponsored plan		Payroll deductions only	None	\$22,500 \$30,000 \$45,000	Yes
Individual retirement account		Checking, savings, etc.	Yes	\$6,500 \$7,500	No

Program review

RIC participants have **2 RIC accounts.**

- **457 plan** employee contribution account
- **401a plan** employer contribution only account

Employer match contributions of **up to \$75/month** are deposited to your 401a plan



Program review

RIC participants have **2 RIC accounts.**

- **457 plan** employee contribution account
- **401a plan** employer contribution only account



No vesting requirements!

Program review



Once you leave employment, your RIC deferred compensation assets are yours!

RIC plans provide great benefits throughout your retirement years!

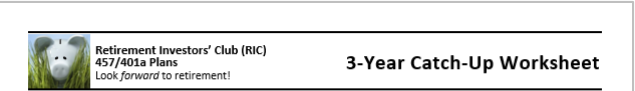
Being familiar with your RIC plan benefits can help you make informed decisions about your income and investments.

Contributions (limits)



3-Year Catch-Up (3YCU)

- Have “catch-up” contributions
- 4 years from normal retirement*
- Available for 3 consecutive years
- 3YCU Worksheet required



If you have not contributed the IRS maximum limit each year, you may be eligible to catch up on missed contributions with the 3-year catch-up rule. For more information on eligibility, visit [www.457plans.com](#) or call 1-800-345-3535. To increase your deduction, visit [/sites/default/files/hr/ric/documents/RIC_form_SQI.pdf](#).

Birthdate:

C x 25% = D - E = F

Current Available Calculation	Maximum* Contribution Limit	Def Comp Deductions (Column B)	Available Dollars
00	0.00	0.00	0.00
00	0.00	0.00	0.00
00	0.00	0.00	0.00
00	0.00	0.00	0.00
00	0.00	0.00	0.00
00	0.00	0.00	0.00
00	0.00	0.00	0.00
00	0.00	0.00	0.00
00	0.00	0.00	0.00
00	0.00	0.00	0.00
00	0.00	0.00	0.00
00	0.00	0.00	0.00
00	0.00	0.00	0.00
00	0.00	0.00	0.00
00	0.00	0.00	0.00

IRS 457 Maximum Contribution Limits		2022	2023
Regular	100% of compensation up to:	\$20,500	\$22,500
Age 50+	Regular limit + \$7,500	\$27,000	\$30,000
3-Year Catch-up	Up to twice the regular limit	\$39,000	\$45,000

1990		0.00	0.00	0.00	0.00
1991		0.00	0.00	0.00	0.00
1992		0.00	0.00	0.00	0.00
1993		0.00	0.00	0.00	0.00
1994		0.00	0.00	0.00	0.00
1995		0.00	0.00	0.00	0.00
1996		0.00	0.00	0.00	0.00
1997		0.00	0.00	0.00	0.00
1998		0.00	0.00	0.00	0.00
1999		0.00	0.00	0.00	0.00
2000		0.00	0.00	0.00	0.00
2001		0.00	0.00	0.00	0.00
Subtotals	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Table 1 Subtotal (see next page for TOTAL) \$0.00


* Rule of 88, Rule of 62/20, or are age 65 (POR- Age 55 & 22 years of service)

Contributions (limits)

Your
Paycheck

A grey speech bubble with a white arrow pointing to a piggy bank. The text inside the bubble is "Your Paycheck".

What about
my final
paycheck?

A white piggy bank with the number 5 on it. It is partially obscured by the text "What about my final paycheck?".

Contributions (final pay)

Final pay

You may defer all or a portion of your final pay to RIC (within IRS annual maximum limits).



All 457 assets are available at retirement.

Contributions (change request)

Changes to deductions –

- **Final paycheck** - submit a *Special Deduction Request form* by last day of employment.
- **Regular 457 deduction elections** are made in *Workday*.

See [457 payroll deductions](#)

Roll-ins

Outside retirement plan assets may be rolled into and out of RIC at any time. This is a non-taxable transfer.



**IRA (non-Roth),
401k, 403b
(TSA), 457, 401a**

Consider RIC benefits of penalty-free competitive fixed rate accounts, no-load/low-cost mutual funds, expert advisors, etc. for your outside retirement assets.

Investments (selection)

Provider products are competitively bid and must meet the RIC investment policy standards and annual review requirements.

Here are a few things you can expect:

- Diversified, competitive fund line-up
- No sales charges or transfers between funds
- 24/7 internet/phone account access
- No restrictions or fees for eligible distributions
- Flexible payment options at separation from employment
- Investment planning tools and advisors to help you plan

Investments



All options fall into 2 main categories

Fixed Rate



- Declared rate-fixed period
- No market risk
- No restrictions/maturities
- No fees

Mutual Funds



- Variable Rate
- Degrees of market risk
- No restrictions/maturities
- No sales charges or loads

Total fee range (as of 4/2023) = .18% - 1.03%

Investments



Investment options include index and target date funds from various investment managers, fixed rate accounts, and self-directed brokerage accounts.

Bond (Income)

Fixed Rate (safety)
Interm-Term High-
Quality Core Bond
High-Yield Bond
TIPS (Treasury Inflation-
Protected Securities)
Global Bond

Stock/Bond (Balanced)

Traditional Balanced
Lifecycle (target date)

Stock (Growth)

Large Capital Stock Index
Large Capital Value Stock
Large Capital Growth Stock
Mid-Capital Stock Index
Mid-Capital Value Stock
Mid-Capital Growth Stock
Small Capital Stock Index
Small Capital Value Stock
Small Capital Growth Stock
Total US Stock Mkt Index

International

Int'l Developed Mkts
Int'l Emerging Mkts
World

Alternative

Real Estate
Socially Responsible
Self-Directed Brokerage
Account (SDBA)

In retirement

Retiree income needs differ. RIC options include:



Stay invested & defer taxes until my RMD



Partial lump sums as I need them



Guaranteed income for my lifetime



Lump sum for new business & monthly income



Periodic payments I can change

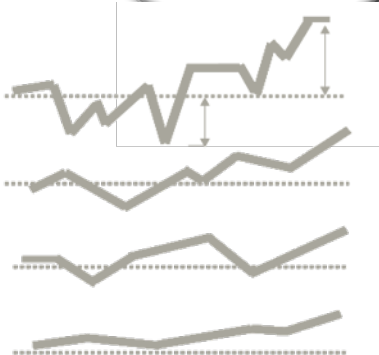
Bottom line...**You have choices!**

Investments

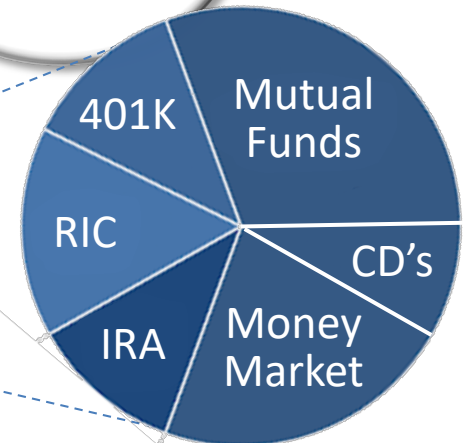
No-cost advisor services

RIC provider representatives can evaluate your investment mix, suggest changes (if needed), and explain risks associated with each investment.

What kind of *risk* am I taking?



Will this complement my *other personal investments*?



Investments

Access to provider websites, quarterly fund performance, advisor listings, fixed rates, etc. are easily accessed from the [RIC website](#).

Iowa Retirement Investors' Club (RIC)
Look forward to retirement!

RIC At-A-Glance
State of Iowa Employees

We're saving - are you?

Program summary: The Iowa Retirement Investors' Club (RIC) is the State of Iowa supplemental retirement savings benefit designed to help state employees* save a portion of current wages for future income needs. There are 2 basic types of investments* offered (see illustration to the right). The chart below lists the provider's available fund options in each fund category, with more conservative fund options at the top. All funds must meet investment policy standards and undergo annual reviews by RIC and an outside investment consultant.

Enrollment & Investment
open your accounts, select in...
Each RIC provider offers a va...
accounts. Investment adviso...
fees, or restrictions/penaltie...
from your advisor at any tim...

RIC Investment Options

There are 2 basic types of investments* offered (see illustration to the right). The chart below lists the provider's available fund options in each fund category, with more conservative fund options at the top. All funds must meet investment policy standards and undergo annual reviews by RIC and an outside investment consultant.

Fund Categories	AIG (formerly VALIC)	Empower (formerly MassMutual Retirement)	Horace Mann	Voya
Fixed Rate	VALIC Fixed Interest Option	MassMutual GIA		
Money Market	Vanguard Federal Money Mkt (Inv)			
Core Bond	FIMCO Total Return (Inst'l)		HM Grp Unallocated Fixed Income	
Inflation Protect	Vanguard Total Bd Mkt Index (Adm)	JPMorgan Core Plus Bd (R)		
High Yield	DFA Infln Protected Securities (Inst'l)			

Fixed rate accounts

- Declared rate of interest
- Fixed period of time
- No market risk
- Guarantied by provider
- No fees
- No restrictions or restrictions

Variable rate 'mutual' funds

- Variable rates of return
- Principal and earnings can vary daily
- Varying degrees of risk
- No guaranties
- No sales charges/load/contract fees
- No restrictions or restrictions

Enrollment

- Online
- In person
- Over the phone
- Print form
- Request info

Distribution

periodic pay
emergency

*A permanent disability

Visit our website

Each investor is unique. At no extra cost to you, provider representatives can help you evaluate investment options and determine an investment mix suited to your tolerance for risk and retirement income goals.

Provider	Phone number	Website	Returns	Advisors	Enroll & More
corebridge financial (formerly AIG)	800-945-6763	Home icon	Bar chart icon	Person icon	Account icon
EMPOWER	833-999-IOWA (4692)	Home icon	Bar chart icon	Person icon	Account icon
Horace Mann	877-602-1870	Home icon	Bar chart icon	Person icon	Account icon
VOYA FINANCIAL	515-698-7973 800-555-1970	Home icon	Bar chart icon	Person icon	Account icon

In retirement

At separation from employment

You do not have to take RIC money out until you want it or reach your [IRS required beginning date](#)*.

Distribution requests are made directly to your provider. State authorization is not required.



Consider what's most important to you...

[IRS required beginning date](#)

In retirement

Make a list of what's important

- Supplement SS and pension income
- Projected date of income need
- Health insurance needs
- Death benefits (beneficiaries, spouse's income)
- Lifestyle in retirement (hobbies, travel, purchases, clubs, etc.)
- Investment goals (safety, income, growth)
- Need for liquid cash (emergencies, extra income)
- Whatever else comes to mind...



Everyone has different income needs.

In retirement

Retiree income needs differ. RIC options include:



Stay invested & defer taxes until my RMD



Partial lump sums as I need them



Guaranteed income for my lifetime



Lump sum for new business & monthly income



Periodic payments I can change

Bottom line... **You have choices!**

In retirement



- **Stay invested in RIC**
- **Take income**
- **Roll out of RIC**
- **Purchase pension credits**

In retirement (stay invested)

Staying invested in RIC

- No future contributions allowed.
- Assets remain invested and tax-advantaged.
- Investments remain liquid with no surrender fees.
- Change investments/providers at any time. (If a new provider becomes available, you may take advantage of the new offerings.)
- Account access is available 24/7.
- Eligible roll-ins are accepted at anytime.



In retirement (stay invested)

Staying invested in RIC

IRS Required Minimum Distributions (RMD)

- You begin taking annual RMDs when you reach your [IRS required beginning date](#) and have left employment.
- Failure to begin distributions on time may result in an IRS penalty on the RMD amount.
- Unused assets remain invested and available for additional distributions unless you annuitize.



In retirement (take income)

Once you leave employment, you may take cash at any time without product restrictions or fees.

Cash may be taken:

- **As you need it** (flexible)
- **As lifetime income** (irrevocable)
- **Any combination**



In retirement (take income)

As you need it 

-
- Lump sum payments (no maximum limits)
 - Periodic payments
 - You choose payment amount and frequency. (fixed dollar amount, percentage, even distribution , etc.)
 - Increase, decrease, stop, as income needs change.
 - Unused assets remain invested and available for additional distributions unless you annuitize.

In retirement (take income)

Lifetime Income ~~FLEXIBLE~~

You **purchase** a lifetime income annuity with all or a portion of your RIC assets.

- Payments continue for your lifetime even if you exhaust your purchase amount.
- Payments are irrevocable.
- No access to unused purchase balance for investment selections or additional distributions.
- No transfer of assets to beneficiaries.

In retirement (take income)

Lifetime Income ~~FLEXIBLE~~

Calculation options

Single life

(your lifetime only)



Joint life

(your lifetime and that of 1 survivor)



May be suitable for those who have longevity in their family, limited income sources, and/or no beneficiaries.

In retirement (take income)

Lifetime Income ~~FLEXIBLE~~

Single life example

Example

Invested amount: \$100,000

Life expectancy: 18 years (life expectancy predicted to be age 83)



Income Benefit: **\$9,006.00/yr**

May be suitable for those who have longevity in their family, limited income sources, and/or no beneficiaries.

In retirement (take income)

Lifetime Income ~~FLEXIBLE~~

Single life example

Lives to be age **95**?
Lifetime benefit=
\$270,180.00 (\$9006 x 30 years)



Lives to be age **70**?
Lifetime benefit=
\$45,030.00 (\$9006 x 5 years)

His balance of more than \$55,000 goes to the insurance company.

May be suitable for those who have longevity in their family, limited income sources, and/or no beneficiaries.

In retirement (take income)

Lifetime Income ~~FLEXIBLE~~

Joint life example

Provides income for the participant's lifetime and his designated survivor's lifetime in the manner he elects.

Example

Invested amount: \$100,000

Combined life expectancy: 27 years

Income Benefit: **\$7,600.00/yr**



If the participant's survivor dies before him, he continues to receive the joint benefit amount. Upon his death, the unused portion of his account will go to the insurance company.

In retirement (rollover)

Rollover to an outside retirement plan*

“Should I move to an IRA?”

IRAs have similar investment risks and may be more costly or restrictive than your RIC accounts.

Be ready to compare...



*If rolled to outside plan, an IRS 10% penalty may apply to taxable distributions prior to age 59 ½.

In retirement (rollover)

They're looking
for you



You may hear...	What you know...
“Investment selection is limited in RIC.”	RIC has fixed rate options (no fees) plus over 125 mutual funds managed by top-performing investment managers at low cost.
“IRAs are safe.”	IRA investments have the same risks as all investments and should not be thought of as safe investments in general.
“You’re paying too much in RIC.”	RIC has no annual contract, M&E, or surrender fees, and no to low administrative fees. Many RIC fund shares are lower cost than retail shares due to economies of scale.
“IRAs have more payment options.”	RIC accounts have no restrictions, surrender penalties, maturities, etc. Your money is always liquid. Payment options are numerous. No withdrawal penalty prior to age 59 ½ for 457.
“I can’t help you if you stay in RIC.”	They can tell you if the investments you hold in RIC complement what they manage. In many cases they can represent an RIC provider.
“I don’t get paid if you stay in RIC.”	Low RIC fees are part of the plan design and may not pay the advisor as much as retail investments in IRAs.

In retirement (IPERS purchase)

Service Credit Purchase

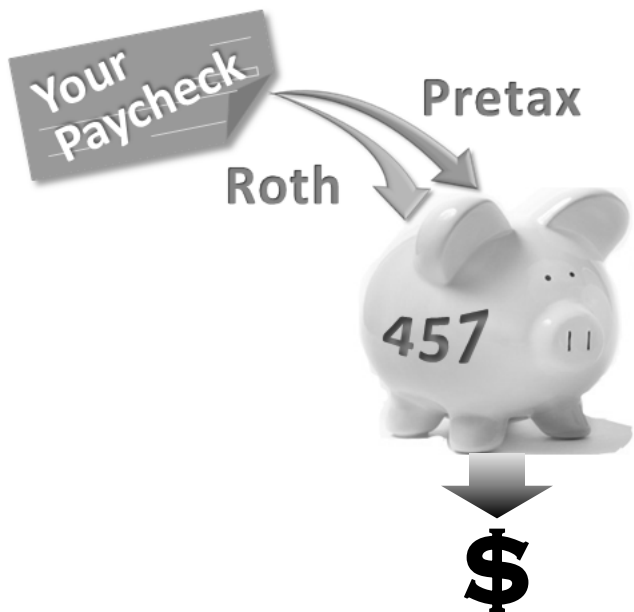
Once you file for IPERS benefits, you may purchase service credits with both pretax 457 and 401a match assets.



Rollovers are non-taxable. Roth assets cannot purchase service credits.

Taxes

Taxable distributions - taxed as ordinary income and reported on IRS 1099R, however...

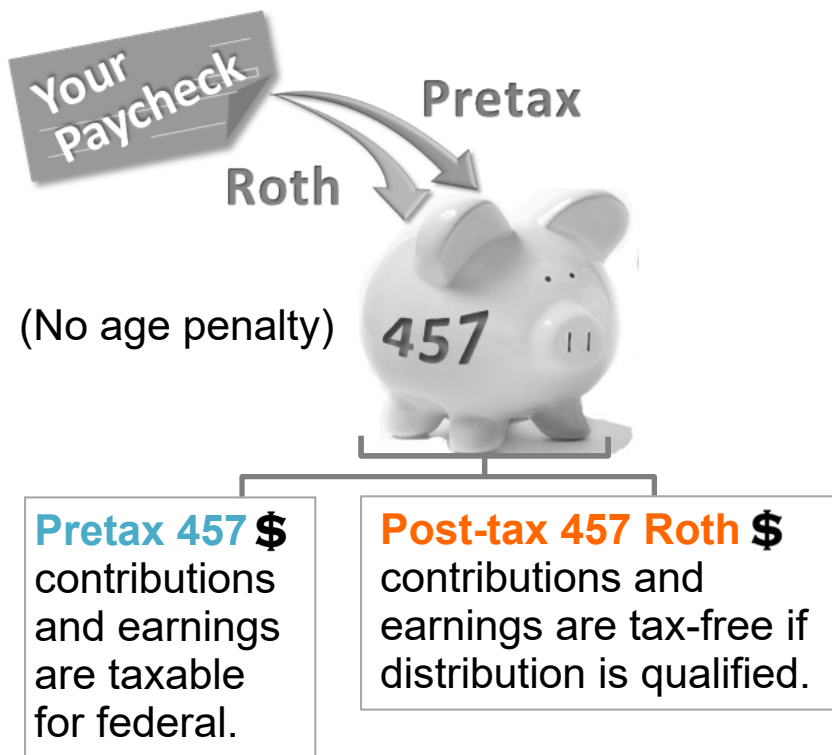


Mandatory withholding - minimum income tax withholding of 20% federal and 5% state*

* Exceptions on request: RMD; annuitization; irrevocable equal payments for 10+ years; reside outside of Iowa (Iowa tax exemption)

Taxes

Tax treatment of distributions differs depending on the taxation of contributions.



Qualified Roth Distribution:

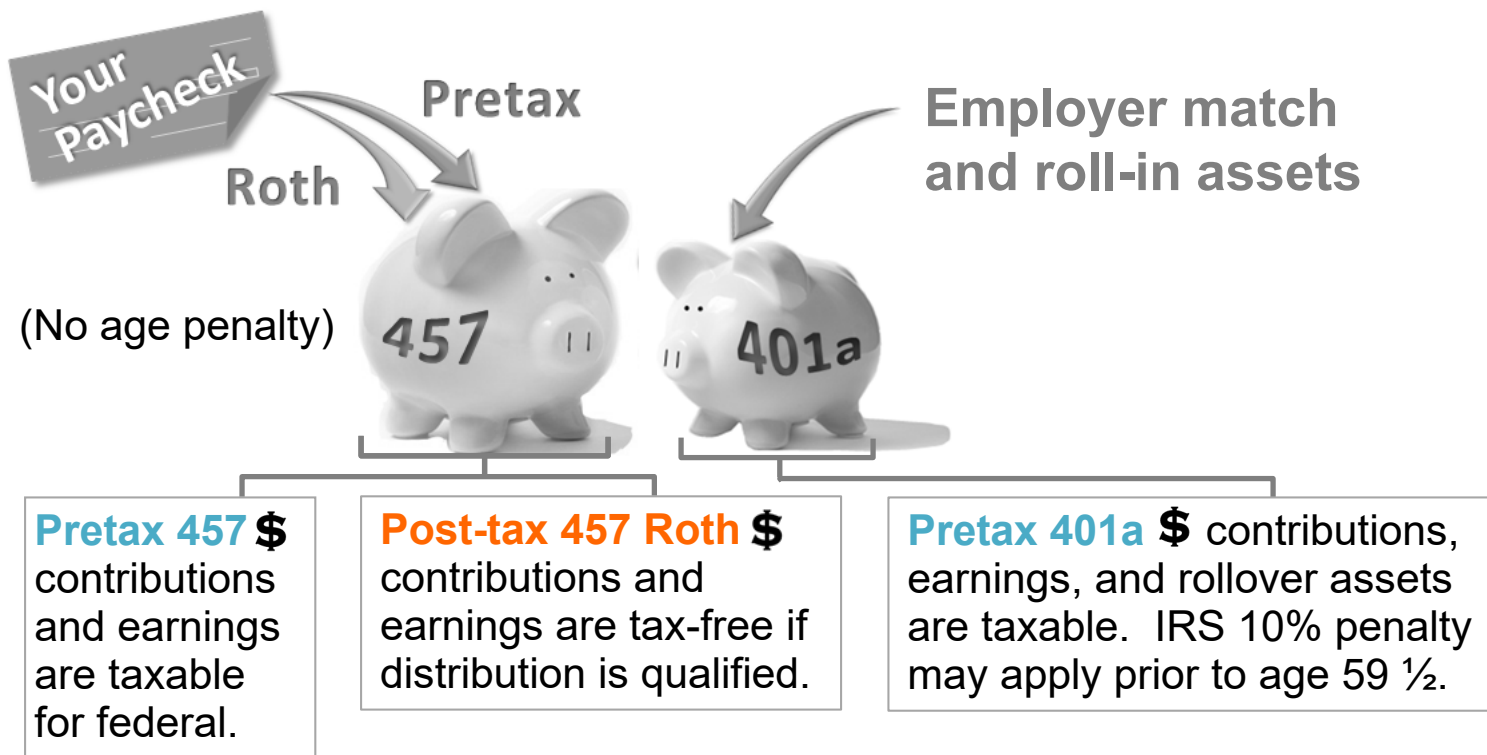
Roth earnings are tax-free if:

- Distributable event occurs;
- Roth account open for 5+ years;
- You are age 59 ½⁺ or disabled

Non-qualified Roth distributions subject to taxation of earnings portion of the distributed amount.

Taxes

Tax treatment of distributions differs depending on the taxation of contributions.



Benefits for all ages

Even if you are less than 5 years from retirement...

- Employer match up to \$75/month
- Automatic savings
- Tax benefits-lower taxes now or no taxes later (Roth)
- Fixed interest rate accounts (no maturities or fees)
- No-load, low-cost mutual funds (through retirement)
- Advisor services at no additional cost
- No surrender penalties or distribution fees
- No vesting requirements
- No age penalty for eligible 457 plan withdrawals

Get started today!

Enrollment


Enrollment is always open

- > State of Iowa Employees
- > Program Basics
- > Enrollment
- > 457 Payroll Deductions
- > Providers and Investments
- > Change Options
- > Distributions
- > Forms & Documents
- > RIC Program Education
- > Human Resources Associates
- > Contact RIC (State Employees)
- > Other State Employee Benefits
- > Education Employees
- > Public Employees (non-state)

Enrollment is always open!


Step 1

WITH A PROVIDER:
Complete 457/401a applications and **select investments.**



Step 2

IN workday:
Make 457 payroll deduction election(s) in Workday.



To enroll, complete 2 steps. First, open your accounts and select investments with a provider below. Advisors can explain the investments and help you complete the enrollment process ([provider information](#)) Payroll [deductions for the 457 plan must be set up in Workday.](#)

State of Iowa Employees






RIC overview video [Play](#)

[RIC At-A-Glance](#)

[457 deductions](#)

[FAQ](#)

Enrollment Options

	corebridge financial *	EMPOWER	Horace Mann [®]	VOYA FINANCIAL [™]
 Online	Enroll online (457b/401a)	(Not available)	Enroll online	Enroll online (457b/401a)
 In person (request meeting)	Email AIG Area agent list	Email Empower Area agent list	Email Horace Mann Area agent list	Email Voya (Request agent info)
 Over the phone	800-945-6763	833-999-4692	844-895-0890	800-555-1970
 Print forms	Print forms (457b/401a)	Print forms	Print forms	Forms available on request
 Request information	800-945-6763	833-999-4692	877-602-1870	800-555-1970

View [RIC Enrollment](#) and [Providers & Investments](#) for additional information.

Resources

- Call your provider if you have any questions about reviewing your statements.
- Access your account online.
- Review the RIC website.
(<https://das.iowa.gov/RIC>)
- Contact us if you need help.
Robbie Stoecker
515-601-2382
robbie.stoecker@iowa.gov



Iowa
Retirement Investors' Club (RIC)
Look forward to retirement!