



FFInvest 457 Retirement Plan

Dear Denver City ISD Employee,

Right now, you have an opportunity to make a real difference in the future of your retirement. How? By joining the FFINvest 457(b) Plan!

The Plan we offer is a valuable benefit to help you save for the future. Saving now can help you have the income you'll need at retirement. Participating in the Plan is easy. You contribute a portion of your pay to your Plan account each payday through convenient payroll deduction. **To encourage participation in the 457(b) Plan and to assist in recruiting and retaining you as a quality employee, the district will match your contributions up to a certain percentage. Contributions are then allocated to the Plan's investment options you select.**

There are significant tax advantages, too. For example, if you elect pre-tax deductions, your qualifying contributions and all earnings on your account are not subject to current federal income tax (or, where applicable, state or local taxes) until you take them out of the Plan. This tax deferral gives your retirement savings ability to grow under the most favorable terms possible. Your district's retirement plan also offers Roth (after-tax) deductions. By combining convenience with these special tax benefits, your retirement savings plan offers you one of the best ways to fund your future.

You may contribute \$19,500 or \$26,000 annually if you are age 50 and over.

We are excited to offer you this worthwhile benefit and we hope you will use it to help make your retirement dreams a reality. As with any investment, there are risks involved but FFINvest offers a wide range of choices that allow you to tailor your investments to match your risk tolerance. Get started today and take the first step toward a brighter future.

More information may also be found online at <http://ffinvest.my457account.com> or <http://benefits.ffga.com/denvercityisd> and selecting "**Benefits**" and then "FFInvest 457(b)" under "Employer Programs."

Sincerely,

Zac Pruitt
Regional Manager, West Texas
Registered Representative
Email: Zac.Pruitt@ffga.com

Danny Doss CLU, ChFC, CFP
Registered Principal
Registered Investment Advisor (RIA)
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DENVER CITY INDEPENDENT SCHOOL DISTRICT



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MR. GARY DAVIS
SUPERINTENDENT

Denver City ISD 457(b) and 403(b) Match Retirement Plans

Denver City ISD is excited to announce the FFIInvest Retirement Plan that is now available. The FFIInvest 457(b) Retirement Plan is a comprehensive plan funded by Net Asset Value Mutual Funds. It is a competitive & simple, yet flexible plan with a 401(k) type of approach.

Plan Highlights:

- **Multiple Investment Options**

The plan provides 21 different investment options to take advantage of changing investment market conditions, including American Funds, Vanguard, Harbor, and Delaware. There are also Bond Funds and Target Date Retirement Funds to choose from.

- **Roth (After-Tax) Deduction Option Available**

- **Rollovers/Transfers**

Rollovers/Transfers are accepted into the plan from other retirement plans, including IRA's

- **Retirement Savings Contributions Credit (Saver's Credit)**

An individual may be able to take a tax credit of up to \$1,000 (\$2,000 if filing jointly) for making eligible contributions to an employer-sponsored retirement plan.

- **NO IRS Penalty**

NO 10% IRS penalty for withdrawals prior to age 59 ½

- **NO Front-End or Deferred (Back-End) Sales Charges**

There are NO sales charges taken from contributions or distributions.
This means that
100% of all contributions are invested and start working for you.

Contribution Limits for 2020

\$19,500 – under age 50

\$26,000 – age 50 and over

- **Employer Matching Contribution (up to 5%)**

- **Client Friendly Technology & Communication**

- » Quarterly Statement
- » Toll-free telephone number
- » Interactive website: www.my457account.com
- » Personalized Benefit Projections
- » [Blog](#) / [Calculators](#)
- » [Quarterly Newsletter](#)

Enroll Online Now!

- » Go to www.my457account.com
- » Select "[Retirement Plan Login](#)"
(upper left hand corner, above InvesTrust logo)
- » Select "[New User](#)"
- » Enter Plan Password (case sensitive): Denver

If you have questions, please contact an InvesTrust Retirement Plan Specialist at 1-866-848-0258, Monday-Friday, 8:00 a.m. to 5:00 p.m. CST.

For Questions or Information on how to enroll in the new FFIInvest 457(b) Retirement Plan, contact your First Financial Account Representative or
ffinvest@ffga.com

 **First
Financial
Group
of America**
First in Service and Expertise

All investments involve some degree of risk. The funds are offered by prospectus, which contains more complete information regarding the investment objectives, risks, charges and expenses associated with an investment in the fund. Please be sure and review the prospectus before deciding to invest. <http://ffinvest.my457account.com>

"Committed to Excellence"

When May I Join?

Eligible employees may join the Plan on the first day of the month coinciding with the date on which the eligibility requirement is met.

How Do I Contribute To The Plan?

» Through payroll deduction, you may make elective deferrals up to the maximum allowed by law. The dollar limit is **\$19,500** for calendar year 2020.

» You may also designate your salary deferrals to a Plan account that accepts Roth after-tax contributions. In 2020, you may contribute as much as **\$19,500**, in total, to all accounts (Roth after-tax contributions and pre-tax deferrals). Roth contributions will be included as taxable income to the employee. Earnings on the Roth contribution will accumulate tax free, and retirement withdrawals may be exempt from federal income tax.

» If you have an existing qualified retirement plan (pre-tax), 403(b) tax deferred arrangement or governmental 457 plan with a prior employer or hold a taxable IRA account, you may transfer or roll over that account into the 457 Plan anytime.

May I Make Catchup Contributions To The Plan?

If you are age 50 or older (or will be age 50 on or before December 31st) and make the maximum allowable deferral to your Plan, you are entitled to contribute an additional amount as a "catchup contribution." The catchup contribution is intended to help eligible employees make up for smaller (or no contributions) made earlier in their career. The maximum catchup contribution is **\$6,500** for calendar year 2020.

May I Stop Or Change My Contributions?

» You may stop your contributions anytime online or by signing a new agreement. Once you discontinue contributions, you may start again at the next available pay period.

» You may increase or decrease the amount of your pre-tax and/or Roth contribution(s) at the next available pay period.

How Do I Become "Vested" In My Plan Account?

Vesting refers to your "ownership" of a benefit from the Plan. You are always 100% vested in your Plan contributions and your rollover contributions, plus any earnings they generate. Employer contributions (if any) may have a different vesting schedule.

How Are Plan Contributions Invested?

You give investment directions for your Plan account, selecting from investment choices provided under the Plan, as determined by FFIInvest 457(b) Plan.

Investment Options

Money Market and Fixed Income	Symbol	Expense
Vanguard GNMA Fund (Admiral (Adm))	VFIJX	0.11
Vanguard Total Bond Market Index (Adm)	VBTLX	0.05
Large Cap Equity		
American Funds American Mutual Fund (R6)	RMFGX	0.30
Delaware Value (R6)	DDZRX	0.58
American Funds Growth Fund of America (R6)	RGAGX	0.31
Harbor Capital Appreciation Fund (Retirement)	HNACX	0.58
Vanguard 500 Index Fund (Adm)	VFIAX	0.04
Mid Cap Equity		
Vanguard Mid-Cap Index Fund (Adm)	VIMAX	0.05
Small Cap Equity		
Vanguard Small Cap Value Index Fund (Adm)	VSIXX	0.07
Vanguard Small Cap Growth Index (Adm)	VSGAX	0.07
International Equity		
Harbor International Fund (Retirement Class)	HNINX	0.69
Artisan International Fund (Institutional)	APHIX	0.96
American Funds EuroPacific Growth Fund (R6)	RERGX	0.49
Asset Allocation Funds / Balanced		
Vanguard Target Retirement Income Fund (Inv)	VTINX	0.12
Vanguard Target Retirement 2015 Fund (Inv)	VTXVX	0.13
Vanguard Target Retirement 2025 Fund (Inv)	VTTVX	0.13
Vanguard Target Retirement 2035 Fund (Inv)	VTTHX	0.14
Vanguard Target Retirement 2045 Fund (Inv)	VTIVX	0.15
Vanguard Target Retirement 2055 Fund (Inv)	VFFVX	0.15
Vanguard Target Retirement 2065 Fund (Inv)	VLXVX	0.15
American Funds American Balanced (R6)	RLBGX	0.28

If you do not choose any investment options your account will be invested in the fund listed below most applicable to your current age. If your date of birth is not on file, the investment selection will be made by your Plan Administrator.

Investment Option Name	From Age	To Age
Vanguard Target Retirement Income Fund (Inv)	68	99
Vanguard Target Retirement 2015 Fund (Inv)	58	67
Vanguard Target Retirement 2025 Fund (Inv)	48	57
Vanguard Target Retirement 2035 Fund (Inv)	38	47
Vanguard Target Retirement 2045 Fund (Inv)	28	37
Vanguard Target Retirement 2055 Fund (Inv)	23	27
Vanguard Target Retirement 2065 Fund (Inv)	18	22

Does DCISD match my 457(b) contribution?

Yes! For eligible employees, Denver City ISD will match your contribution. Please refer to the match and vesting schedule below.

MATCH	Employee	Employer
	1%	2%
	2%	2%
	3%	3%
	4%	4%
	5%	5%
VESTING	Years of Service	Vested Percentage
	1	0%
	2	0%
	3	25%
	4	50%
	5	100%

The district retains ownership of match funds until you are vested. Exceptions are full TRS retirement, full and permanent disability or death. You are able to withdraw vested employer contribution when you terminate employment. In-service withdrawals are not allowed.

When May Money Be Withdrawn From My 457(b) Account?

Money may be withdrawn from your 457(b) account in these events:

- Death
- Termination of Employment
- The Participant's attaining age 70 1/2.

To receive favorable tax treatment, distributions of Roth contributions must be made after the participant reaches age 59½, or on account of the participant's death or disability, and must be made at least 5 years after the date the first Roth contribution was made. Be sure to talk with your tax advisor before withdrawing any money from your Plan account.

May I Withdraw Money In Case of Emergency?

If you have an immediate financial need created by an unforeseeable emergency and you lack other reasonably available resources to meet that need, you may be eligible to receive an unforeseeable emergency withdrawal from your 457(b) account. If you feel you are facing a financial hardship, you should see your Plan Administrator for more details.

May I Borrow Money From My Account?

No; the Denver City ISD FFIInvest 457(b) or Match Plans do not include a loan feature.

What are the Plan Administration Fees?

Fee Description	Amount
Annual Per Participant Fee*	\$18 (\$4.50 per quarter)
Annual Market Value Fee	0.85%
QDRO (Divorce) Processing	\$100/each
Loan Processing	\$50/each

*Inclusive of participants with balances

How Do I Obtain Information About my Account?

» You will receive a quarterly email notification that your personalized account eStatement is available online.

The eStatement shows your account balance as well as any contributions and earnings credited to your account during the reporting period.

» You will also have access to an Internet Site

(www.my457account.com)/Retirement Plan Login which is designed to give you current information about your Plan account. You may get up-to-date information about your account balance, contributions, investment choices, and other Plan data. You will receive additional information on how to use the Internet Site.

As a Plan participant, you may request certain information from **InvesTrust Retirement Specialists**,

5100 N. Classen Blvd. Suite 620

Oklahoma City, OK 73118

Phone: 1-866-848-0258, M-F 8:00 a.m.—5:00 p.m.

This information includes: annual operating expenses of the Plan investments; copies of prospectuses, financial statements, reports, or other materials relating to Plan investments provided to the Plan; a list of assets contained in each Plan investment portfolio; the value of those assets and fund units or shares; and the past and current performance of each Plan investment. More information may also be found online at <http://ffinvest.my457account.com>

How Do I Enroll? Simply complete the enrollment forms provided and return them to the person designated or fax to First Financial Group of America: **1-855-300-7454**

May I Enroll Online?

Yes! Go to www.my457account.com

Select "[Retirement Plan Login](#)" (upper left hand corner, above InvesTrust logo)

Select "[New User](#)"

Enter Plan Password (case sensitive): **Denver**

If you have questions during online enrollment, please contact InvesTrust Customer Service: 1-866-848-0258.