

# Annual Eligibility Notice

## Iowa Retirement Investors' Club 403(b) Plan

October 15, 2025

### **Did you know that Western Iowa Tech Community College (WITCC) offers a supplemental retirement savings plan?**

WITCC employees have the opportunity to save for retirement by participating in the 403(b) plan offered through the Iowa Retirement Investors' Club (RIC). You may participate by voluntarily making pre-tax contributions and post-tax Roth contributions to one of the RIC investment providers.

### **What do I have to do to contribute to this voluntary 403(b) plan?**

To contribute, you must open an account with one of the RIC investment providers and submit a completed RIC Salary Reduction Form to the WITCC Human Resources office. The provider you choose will have all of the investment information and forms necessary to open your accounts and begin salary reductions. The provider will help you with the enrollment process as much or as little as you wish (at no extra cost). Provider contact information is on the RIC website at <https://das.iowa.gov/RIC/403b/providers>

### **How much may I contribute?**

The 2025 regular contribution limit is \$24,500. If you are age 50 or older, the limit is \$32,500. A catch-up contribution option (up to an additional \$3,000 per year for 5 years) may be available if you have been our employee for at least 15 years and your average annual contributions have been \$5,000 or less. Salary reductions may be changed or stopped at any time by completing the *RIC 403b Salary Reduction Form*.

### **What if I am already contributing?**

Take full advantage of your benefit! Consider increasing the amount you are saving for retirement (up to the maximum limits). If you wish to change the amount you are contributing, simply complete and submit a RIC Salary Reduction Form to the Human Resources Office.

### **How can I receive more information about the plan?**

Information is available at <https://das.iowa.gov/RIC/403b>. You may also contact the RIC providers (see <https://das.iowa.gov/RIC/403b/providers>), or RIC toll-free at 866-460-4692, option 1. If you currently participate, you can call your investment advisor to review your account and retirement income goals.