

## Attention College of Marin Employees

### *Mandatory Information Regarding Your Updated Employee Benefits*

Universal Availability is required by the IRS to ensure that an employer offers the same benefits to all employees, except those the law allows to be excluded. If you are receiving this notice, you are eligible to participate in the district's 403(b) and 457(b)\* voluntary retirement plans as well as other supplemental benefits. Learn more about these benefits by [clicking here](#)

### Why Participate

While you may receive a pension from either STRS or PERS upon your retirement, your pension will not be 100% of the income you were making post retirement. The difference between what you made just before retirement and what you need during your retirement years, is called the income gap. These supplemental retirement plans can help you reduce or eliminate your retirement income gap. To receive an Income Gap report, [click here](#).

### How and When Can I Participate?

Unlike other core employee benefits, the supplemental benefits are **open for enrollment all year long. You can start, stop or change your elective deferrals at any time throughout the year.** Our Third-Party Plan Administrator, Tax Deferred Solutions, assists us in offering our employees an effective opportunity to participate by **providing you with free educational resources and information regarding the district's benefits.**

### Frequently Asked Questions

- I'm not sure how my plan works; can you explain it to me?
- What's the difference between a 403(b) and 457(b)?
- What are the 2021 contribution limits? Do I qualify for a catch-up contribution?
- What is a Roth retirement account?
- What investment providers are authorized under my plan?
- How can I save for retirement without changing my take home pay?

The best part of this opportunity to obtain information is that **any questions you have can be handled over the phone when it's convenient for you!** [Speak with a benefits counselor](#)

*\*If available with your employer*

*You may request and receive this notice in writing on paper at no charge.*