



Topeka USD 501 Retirement Plan

Plan Highlights

Employee contributions

- As an eligible employee at Topeka USD 501, you may make elective contributions via either a pre-tax deferral or Roth deferral.
- Pre-tax deferral contributions are deducted before you pay current income taxes. Investments grow tax-deferred and are taxed only when you take a distribution.
- Roth deferral contributions are subject to federal income taxes in the year of the elective deferral. However, the Roth elective deferrals and in certain cases, the earnings on the Roth elective deferrals, are not subject to federal income taxes when distributed to you.
- You can contribute pre-tax and/or Roth elective deferrals up to \$19,500 of your compensation for 2021.
- If you are age 50 or older, you may be able to make “catch-up” contributions to your account of up to \$6,500 in 2021.
- You are 100% vested in your contributions. This means the value of your contributions and earnings are yours when you leave the company, regardless of when you leave the company.

Investment and account information

You can view your investment saving choices, make changes to your existing investments and view your account balance at any time by logging on to www.horacemann.com/retirementadvantage.

Withdrawals

Your plan allows withdrawals from your account prior to termination of employment in limited situations. Financial hardship withdrawals of elective deferrals are available for emergencies as defined by the plan. You are also eligible to take in-service withdrawals after age 59^{1/2}.

Rollovers

Rolling account balances into Horace Mann can simplify managing your retirement assets. For more information on how to consolidate your account balances from another 403(b), 457(b) plan or other retirement savings plans into your Retirement Advantage account, please speak with your Horace Mann Representative, Hilary Aubey at hilary.aubey@horacemann.com, (785) 380-3737. Hilary can help you understand your options. If you decide a rollover is right for you, Hilary can walk you through every step and answer any questions you may have.

Distributions

You may request a distribution when you retire, leave *Topeka USD 501*, or become disabled. The plan document and IRS rules govern when you or your beneficiaries must begin receiving a distribution.

Note

This document is intended to provide you with a high-level overview of the features of your plan based on the most recent plan document. This is not intended to replace your plan document or Summary Plan Description (SPD). If the provisions described in this document and the plan document or SPD conflict, the provisions of the plan document and SPD govern.

The information provided in this email is for general informational purposes only and should not be considered a recommendation or personalized investment, tax or legal advice.

Horace Mann Investors, Inc. offers Horace Mann Retirement Advantage™ as 403(b), 457(b) and 401(a) investment options through accounts provided by MSCS Financial Services Division of Broadridge Business Process Outsourcing, LLC, a DE Limited Liability Company. Horace Mann Investors, Inc., member FINRA, is located at 1 Horace Mann Plaza, Springfield, IL 62715. You can receive prospectuses from your Horace Mann representative, by calling 877-602-1870 or by visiting horacemann.com/retirementadvantage. You should read the prospectuses carefully and consider the investment objectives, risks, charges and expenses carefully before you invest or send money. The prospectuses will provide complete information about these subjects. As with all securities, mutual funds involve a risk of loss, including a loss of principal.

Horace Mann's retirement products are not structured to the individualized needs of a particular investor. Each investor needs to create an investment strategy for his or her own particular situation before making any investment decisions.

Each investor needs to carefully review the benefits, charges and fees of Horace Mann's retirement products, as well as the underlying investment options, and make an independent determination concerning whether to purchase the product and which investment options to select and hold, including if you elect to rollover your retirement assets from your employer's plan to a Horace Mann product.

The cumulative effect of fees and expenses can substantially reduce the growth of retirement savings. For more information on Horace Mann's retirement product fees and expenses, contact your Horace Mann representative.

Withdrawals from a 403(b) and 457(b) account are restricted by the Internal Revenue Code and may be further restricted by your employer's plan. Generally, you may make a withdrawal from a 403(b) account only upon reaching age 59½, severance from employment, disability or certain hardships (if allowed by the plan) and a 457(b) account only upon reaching age 59½, severance from employment, disability or an unforeseeable emergency (if allowed by the plan). If you take money out before age 59½, you could be subject to a federal penalty tax of 10% (except for 457(b) accounts) in addition to income taxes. You should consult with a tax advisor regarding any tax-favored products.

The factors which affect your decision and ability to contribute to a traditional or Roth IRA are complicated and can change each year. Contributions to traditional and Roth IRAs are aggregated for purposes of the annual limits. If you take money out before age 59½, you could be subject to a penalty tax of 10% in addition to income taxes. You should consult with a tax adviser for more information and to determine if an IRA is best for you.