# 2025 403(b) and 457(b) Announcement for Reynolds

**Supplemental Retirement Saving Opportunities**

Reynolds offers two excellent voluntary programs through which you may elect to contribute a portion of income into supplemental retirement savings accounts: the 403(b) and 457(b) Plans. Reynolds has contracted with PenServ, a Third Party Administrator (TPA), to provide information and support for the 403(b) and 457(b) Plans.

***All part-time and full-time employees are eligible to contribute.***

You may begin, change, and/or cancel contributions in the 403(b) Plan and/or the 457(b) Plan at any time, subject to payroll deadlines. You may begin contributions in the 403(b) Plan by selecting a vendor of your choosing, creating an account with them, and submitting a Salary Reduction Agreement to the Reynolds Benefits Team at benefits@rsd7.net.

**403(b) Contribution* Limits for 2025**

- **$23,500.00** Applies to employees under Age 50 at the end of 2025
- **$31,000.00** Applies to employees age 50-59 or over 63 by end of 2025
- **$34,750.00** Applies to employees age 60-63 by end of 2025
- 403(b) Special 15 Years of Service Catch-up: Up to an additional **$3,000****

**457(b) Contribution* Limits for 2025**

- **$23,500.00** Applies to employees under Age 50 at the end of 2025
- **$31,000.00** Applies to employees age 50-59 or over 63 by end of 2025
- **$34,750.00** Applies to Employees Age 60-63 on by end of 2025
- 457(b) Special 3 Year Catch-up: If 2025 is one of the last three years preceding the calendar year of your normal retirement age, you may be eligible** to contribute up to **$47,000.00*** (twice the basic limit)

***Note:** *Contributions to the plans above cannot exceed employees' total compensation.*
**Please contact PenServ to verify eligibility and limits available under Special Catch-ups.

The *'Age-Related Catch-up Limits'* above apply for the first time in 2025 as a result of the SECURE 2.0 Act.
A new *'Catch-up Contributions Must Be Roth for Highly Compensated Participants'* requirement becomes effective in 2026.
**Additional information about SECURE 2.0 requirements is available at www.nerdwallet.com/article/investing/secure-act**

**Participant Responsibilities**

- Participants are responsible for monitoring account activity regularly for accuracy (e.g., deposits of your contributions), updating contact and beneficiary information.
- Contribution limits are specific to you, the taxpayer. If you participate in another organization's retirement plan in addition to participating in the Reynolds Plan, please note:
  - 403(b) Elective Deferral Limits described above apply to your total deferrals to all 403(b), 401(k), SIMPLE, and SARSEP plans in which you participate.
  - If you control an organization sponsoring a qualified defined contribution plan, all contributions made to that plan on your behalf must be aggregated with all 403(b) elective deferrals and employer contributions at Reynolds for the 2025 $70,000.00 IRC 415(c) limit, but those Age 50+ may defer additional amounts.
  - Note: 457(b) contributions do not need to be aggregated with 403(b) contributions for limit consideration.
- If a problem exists or if you have questions, you should contact PenServ or Reynolds Benefits as soon as possible.

**Please contact PenServ with any questions at 803-791-4923 or by email at service@penserv.com.**