



# The State of Idaho Deferred Compensation Plan

The State of Idaho 457(b) Plan is a defined contribution plan designed to supplement your pension and Social Security benefits in retirement. Unlike any other retirement plan, the 457(b) Plan is available only to public employees, and it allows you to withdraw your money the day you leave employment. Other plan types — such as a 401(k), a 403(b) or an IRA — require you to be age 59½ to withdraw your money. If you withdraw before that age, you may pay a 10% early withdrawal penalty. Participants in the plan have access to a variety of mutual funds.

## Idaho Saver's Incentive Bonus

If you enroll contributing at least 5% of annual pay, the one-time bonus is \$200, or contribute 3% for a \$100 bonus.

## How do I enroll?

Enrollment can be done online at [idahodc.com](http://idahodc.com), or you can complete a paper enrollment form and submit it to your HR/payroll department. The 457(b) Plan is completely flexible in that you can enroll at any time and you have complete control over your deferrals. You can increase, decrease or stop your deferral at any time.

## How much can I contribute?

To participate, you must contribute at least 1% of pay or \$10 per paycheck. You may contribute up to \$23,000 of pay to the 457(b) Plan. If you are at least age 50, you may contribute an additional \$7,500. If you are within 3 years of your Rule of 90 (general member) or 80 (law enforcement), you can contribute double the normal maximum, or \$46,000 per year, for up to 3 years.<sup>1</sup>

## When am I vested in my 457(b) Plan account?

You are immediately vested in (meaning you fully own) the money in your 457(b) Plan account, including both contributions and interest earned.

<sup>1</sup> "401(k) limit increases to \$23,000 for 2024, IRA limit rises to \$7,000," IR-2023-203, Internal Revenue Service (Nov. 1, 2023).

This material is not a recommendation to buy or sell a financial product or to adopt an investment strategy. Investors should discuss their specific situation with their financial professional.

Withdrawals of assets that have been rolled over from a qualified plan, individual retirement account or deferred compensation plan may be subject to surrender charges and limitations on when funds may be accessed. If the withdrawal is made before age 59½, there may be an additional 10% tax penalty. Nationwide Investment Advisors LLC (NIA) provides investment advice to plan participants enrolled in Nationwide ProAccount. NIA is an SEC-registered investment adviser.

NIA has retained Wilshire® as an Independent Financial Expert for Nationwide ProAccount. Wilshire provides investment allocation portfolios based on participant ages and their personal tolerance for investment risk.

NIA assesses participants an asset-based fee for the managed account services.

Retirement products are offered by Nationwide Trust Company, FSB or Nationwide Life Insurance Company.

Wilshire is a registered service mark of Wilshire Associates, which is not an affiliate of Nationwide or NIA.

Retirement Specialists are registered representatives of Nationwide Investment Services Corporation, member FINRA, Columbus, Ohio.

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## Can I roll money into the 457(b) Plan?

If you have money in a 401(a), 401(k), 403(b), 457(b) or pretax IRA, you can roll over those funds into your Idaho 457(b) Plan account. We are unable to accept Roth IRA rollovers, but we do permit Roth rollovers from other employer-sponsored retirement plans.

## What are my investment options?

You can choose a "Do it myself" option or a "Do it for me" option.

**Do it myself:** You may choose from several options within the 457(b) Plan. There are a number of funds to choose from, including a fixed account.

**Do it for me:** If you are not comfortable picking your own investments, you can choose Nationwide ProAccount®, a professionally managed account. The annual program fee starts at 0.55% of the first \$99,999.99 in the account.

## Roth 457(b) Plan

If you are concerned that taxes will be higher in the future, you may be interested in the Roth 457(b) Plan. Contributions are made after taxes have been taken out; however, withdrawals are tax free if certain requirements are met. For those wanting to convert pretax funds to Roth funds, there is an "in-plan" Roth conversion feature. Consult with your representative for more information.

## Nationwide Retirement Solutions

205 N. 10th Street, Suite 540

Boise, ID 83702

Customer Service Center

1-866-432-6789; Hours: 6 a.m. to 9 p.m.

[idahodc.com](http://idahodc.com)