

Take **action** on your retirement plan

Idaho State Board of Education

457(b) Deferred Compensation Plan Highlights

Your Idaho State Board of Education Deferred Compensation Plan affords you an excellent opportunity to help accumulate money for a secure retirement. You contribute pretax dollars automatically by convenient payroll reduction, which might lower current income taxes. Your account can benefit from the opportunity for tax-advantaged growth.

This is not your plan document. The administration of each plan is governed by the actual plan document. If discrepancies arise between this brochure and the plan document, the plan document will govern.

Eligibility

You are immediately eligible to begin contributing to the plan.

Enrollment

You may enroll in your retirement plan in the following ways:

- **Online** – Visit idahoedu.corebridgefinancial.com and click on “ENROLL.”
- **By phone** – Call 1.888.569.7055. Have your Group ID handy, see below.

School	Group ID
Boise State University	IDORP 3352207
College of Eastern Idaho	IDORP 3352204
Idaho State Board of Education	IDORP 3352202
Idaho State University	IDORP 3352206
Lewis-Clark State College	IDORP 3352203
University of Idaho	IDORP 3352205
College of Western Idaho	IDORP 3352011
College of Southern Idaho	IDORP 0335208

- **In person** – Your Corebridge financial professional can meet with you and walk you through the enrollment process.

Your contributions (subject to plan terms)

Generally, you may contribute as much as 100% of your annual includible compensation up to the annual contribution limits set by the Internal Revenue Service. You may increase or decrease your contributions as often as your employer allows.

Visit corebridgefinancial.com/rs/contributionlimits to see the maximum amount you can contribute to your retirement plan(s).

Catch-up contributions

You may be able to contribute additional funds if you are within the last three taxable years ending the year before the year you attain normal retirement age as specified under the plan and have under contributed in prior years, and/or are age 50 or older. If eligible for both catch-up contributions above, you may not combine the two but may contribute the higher amount.

Visit corebridgefinancial.com/rs/contributionlimits to see the maximum amount you can contribute to your retirement plan(s).

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Stop/change contribution

You may change your contribution amount or discontinue contributing to your plan at any time and resume contributing again later, subject to your employer's plan provisions and any administrative requirements. In the meantime, your account will continue to grow on a tax-deferred basis.

Vesting

You are always 100% vested in all contributions to your account.

Account consolidation

You might be able to transfer your vested retirement account balance from a prior employer's plan to your current employer's retirement plan with Corebridge. This can be an excellent way to simplify your financial profile and to ensure your overall investments are suitably diversified and consistent with your investment preferences. However, before you make that decision, check to see if the other provider's contract imposes surrender charges. If distributions from the prior plan are subject to the 10% early withdrawal federal tax penalty, they will continue to be subject to the penalty after the rollover (even if the penalty did not apply due to separation from service at age 50 or 55).

Investment flexibility

You decide how to invest all contributions among the mutual funds offered under the Idaho Higher Ed 457(b) retirement plan.

Remember, this plan represents a long-term investment. Investment values of the mutual funds you choose will fluctuate, and there is no assurance that the objective of any fund will be achieved. Mutual fund shares are redeemable at the then-current net asset value, which may be more or less than the original cost.

Guided Portfolio Services®

Guided Portfolio Services (GPS) is an optional service provided through VALIC Financial Advisors, Inc. (VFA) with two approaches to help you achieve your retirement goals. One approach is for do-it-yourselfers and is available at no additional cost. The other is great for those who prefer to have someone else do it for them and is available for an additional fee. Both approaches deliver objective advice from Morningstar, including how much to save, which investments to choose, and how much to

invest in each. For more information, contact your local financial professional.

Withdrawal restrictions

Your plan was established to encourage long-term savings, so withdrawals prior to age 70½ might be subject to federal restrictions. Unlike many other plan types, there is no 10% federal tax penalty for early withdrawals in the 457(b) plan except on amounts rolled over from other non-457(b) eligible retirement plans and withdrawn prior to age 59½.

Generally, depending on your employer's plan provisions, you may withdraw your vested account balance if you meet one of the following requirements:

- Retirement or separation from service
- Unforeseeable emergencies
- Your death
- Reaching age 70½ (age may be lowered to 59½ by plan amendment)

In addition, you must begin taking distributions once you reach age 73 (age 72 if you were born after June 30, 1949 and before January 1, 1951 and age 70½ if you were born before July 1, 1949) or you retire, whichever is later.

Distribution options

Your plan offers many distribution options, allowing you to tailor your benefits to meet your individual needs. Depending on your plan provisions, your withdrawal options include:

- Transferring or rolling over your vested account balance to another tax-advantaged plan that accepts rollovers
- Receiving systematic withdrawals
- Taking a lump-sum distribution
- Choosing one of the many annuity options available
- Deferring distributions until the later of age 73 (age 72 if you were born after June 30, 1949 and before January 1, 1951 and age 70½ if you were born before July 1, 1949) or severance of employment, and allowing your account to continue to grow on a tax-deferred basis.

Generally, income taxes must be paid on all amounts you withdraw from your plan.

Consult your financial professional for more specific information.

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Administrative fee

The annual administrative fee assessed on mutual fund assets in the plan is \$103 per participant per year, assessed quarterly at a rate of \$25.75 divided pro-rata among all ISBOE Plan Accounts. This may be offset, in whole or in part, by reimbursement received from mutual fund companies. Additionally, mutual fund annual operating expenses apply based on the funds chosen. Mutual fund expenses and fund reimbursements are described in the prospectus.

Account statement

Corebridge sends all active participants a comprehensive account statement every calendar quarter. This statement documents the activity in your account for the preceding period, including total contributions and transfers among investment options.

You can choose to “go paperless,” and receive statements through our secure online connection if you wish, to cut down on mailing and waste. Simply log into your account at idahoedu.corebridgefinancial.com to sign up for this free service. Together we can make a difference.

Personal service

For assistance, please visit idahoedu.corebridgefinancial.com, call our Client Care Center at 1.800.448.2542 or contact your financial professional(s):

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Account access

Once enrolled, you can access account information 24 hours a day, seven days a week:

- **Online** — idahoedu.corebridgefinancial.com
- **By phone** — 1.800.448.2542

Access account information on your mobile device.

- Corebridge Mobile for iPad®, iPhone® or Android™-based phones

idahoedu.corebridgefinancial.com 1.800.448.2542

We're here to help you take **action**

You can reach out directly to your financial professional.

Important considerations before deciding to move funds either into or out of a Corebridge retirement services account

There are many things to consider. For starters, you will want to carefully review and compare your existing account and the new account, including: fees and charges; guarantees and benefits; and, any limitations under either of the accounts. Also, you will want to know whether a surrender of your current account could result in charges. Your financial professional can help you review these and other important considerations.

Investors should carefully consider the investment objectives, risks, fees, charges and expenses before investing. Read the fund prospectuses carefully before investing. The fund prospectuses contain important information, which can be obtained from your financial professional, at idahoedu.corebridgefinancial.com or by calling 1.800.428.2542 and following the prompts.

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VALIC Retirement Services Company provides retirement plan recordkeeping and related services and is the transfer agent for certain affiliated variable investment options.

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