

Employee Education

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403(b) and 457(b) Participant Distribution Information

403(b) Hardship Distributions

A hardship distribution is a withdrawal from a participant's 403(b) plan due to an "immediate and heavy financial need." This amount must be limited to the amount necessary to satisfy the financial need. **Participants will be required to certify in writing that they meet one or more of these requirements outlined below:**

- Medical care expenses for the employee, the employee's spouse, dependents or beneficiary.
- Costs directly related to the purchase of an employee's principal residence (excluding mortgage payments).
- Tuition, related educational fees, and room and board expenses for the next 12 months of postsecondary education for the employee or the employee's spouse, children, dependents, or beneficiary.
- Payments necessary to prevent the eviction of the employee from the employee's principal residence or foreclosure on the mortgage on that residence.
- Funeral expenses for the employee, the employee's spouse, children, dependents, or beneficiary.
- Certain expenses to repair damage to the employee's principal residence.

457(b) Unforeseeable Emergency Distributions

An unforeseeable emergency distribution from a 457(b) plan is a distribution taken from the plan due to an "unexpected severe financial hardship." This amount must be limited to the amount necessary to satisfy the financial need. **Participants will be required to certify in writing that they meet one or more of these requirements outlined below:**

- An illness or accident of the participant, the participant's beneficiary, or the participant's or beneficiary's spouse or dependents;
- Property loss caused by casualty (for example, damage from a natural disaster not covered by homeowner's insurance) of the participant or beneficiary;
- Funeral expenses of the participant's spouse or dependent; and
- Other similar extraordinary and unforeseeable circumstances resulting from events beyond the control of the participant or his or her beneficiary (for example, imminent foreclosure or eviction from a primary residence, or to pay for medical expenses or prescription drug medication).

Terminal Illness Distributions

Distributions from 403(b)/457(b) plans may be available to individuals who have a terminal illness. **Participants will be required to certify in writing that they meet this requirement.**

Domestic Abuse Victim Distributions

Distributions from 403(b)/457(b) plans may be available to individuals who have been victims of domestic violence. **Participants will be required to certify in writing that they meet this requirement.**

"Domestic abuse" means physical, psychological, sexual, emotional, or economic abuse, including efforts to control, isolate, humiliate, or intimidate the victim, or to undermine the victim's ability to reason independently, including by means of abuse of the victim's child or another family member living in the household.

Participation in the 403(b)/457(b) plan is voluntary and should be based on your financial objectives and resources. Individual investment strategies should reflect your personal savings goals and tolerance for financial risk.

Prior to taking any distribution we highly recommend you consult a tax advisor or financial planner. Your Employer and U.S. OMNI & TSACG Compliance Services are not liable for any fees, penalties, or losses that may result from your decision to take a distribution.