



Plan Sponsor Newsletter

A 403(b)/457(b) Quarterly Newsletter from
U.S. OMNI & TSACG Compliance Services

SUMMER 2026

Attract and Retain Employees by Adding a 457(b) Plan

Offering options for supplemental retirement plans can be vital to attracting and retaining talent for your staff. In addition to your 403(b) Plan, offering a Governmental 457(b) Plan can complete a comprehensive benefits package. Below are some of the favorable characteristics of an employer sponsored 457(b) plan:

IMMEDIATE BENEFITS



Enhance Plan Flexibility

As the employer, you define the eligibility criteria. School Board members and independent contractors can be included.



457(b) Limits Not Coordinated

The 457(b) limit is not reduced by 403(b) contributions, so employees can participate in both plans and enjoy increased tax-deferred savings opportunities.



Employees Can Avoid A Penalty

Unlike the 403(b) plan, distributions made prior to age 59½ are not subject to the additional IRS 10% tax.



Include a ROTH Option

Some employees prefer after-tax savings afforded by a ROTH plan. Easily include this plan feature to enhance employee choice.

QUICK & EASY IMPLEMENTATION

U.S. OMNI & TSACG Compliance Services administers 457(b) plans in addition to 403(b) plans, and we will handle the necessary plan document updates and investment provider notification tasks on your behalf.

Our remittance and SRA processing solutions include 457(b) administration for a seamless addition and integration of a 457(b) plan.

If you would like to add a 457(b) plan for your employees to utilize, contact our team today.

**Contact Plan Support today
to make any changes to
your Plan:**

**Toll-free: 888.777.5827 ext. 0
Email: plansupport@tsacg.com**



Amplify Your Employee Benefits Today!

Recommended Best Practices

Participation

- It is recommended and preferred by IRS auditors that you allow ALL employees to participate. Exclusions may create compliance issues if certain factors are not maintained/monitored by the employer.
- View your plan(s) as a necessity for your employees' retirement and encourage participation. It is true that most public sector employees are eligible for some level of retirement benefits from state and federal retirement plans, but the fact remains these benefits are not enough to ensure financial security for most individuals.

Salary Reduction Agreements

- Ensure a Salary Reduction Agreement (SRA) is in place for all employees for whom 403(b)/457(b) deductions are being made.
- Ensure all SRA's are archived. Generally, requests of this type will be in hard copy form, but the IRS will also accept digital records. Please note: OMNI/TSACG may be archiving these records on your behalf.

Remittances

- Submit contributions as soon as administratively feasible following each pay period. Doing so will ensure you do not run afoul of IRS timing requirements and provides the best service to your staff.
- Utilize the U.S. OMNI & TSACG Compliance Services' remittance service. Our service handles contributions quickly and efficiently and also provides an additional method for our firm to monitor contribution limits and provide information to the IRS in the event of an IRS audit. Currently, we process over \$4.0 billion in remittances annually.

Distribution Authorizations

- Send ALL transactions requests (i.e. loans, distributions, exchanges, etc.) for both current and former employees to our firm for authorization. There may be nuances to a transaction that could be missed if someone on your staff provides authorization. Additionally, in the event of an IRS audit, our firm will have complete records for all transactions authorized in the year(s) of examination.
- Use our firm's Online Distributions System. This system allows participants and advisors alike to gain immediate approval certification for eligible distributions. Further, all distribution requests may be submitted in this manner, even those that require supporting documentation such as Hardship Distributions. U.S. OMNI & TSACG Compliance Services' Online Distribution System, found on our homepage at www.tsacg.com, enables participants to receive approval 24 hours a day, 7 days a week.

Universal Availability/Meaningful Notice

- Send meaningful notice materials to all members of your staff each year. Providing the notice annually is an IRS requirement.
- Do not rely on a single method of communication. Multiple methods of communication are preferred by the IRS, i.e. the use of hard copy materials, emails, employee manuals, new hire orientation materials, on-site education sessions, etc.

U.S. OMNI & TSACG Compliance Services | www.tsacg.com | 888.777.5827



Plan Reminders

403(b)/457(b) Employee Reminders

We provide all Plan Sponsors with electronic Universal Availability and electronic plan materials for distribution to their employees. We house these pieces on your web page at www.tsacg.com.



The 2026 materials were uploaded to the website the first week of January 2026. Employees can access the information 24/7 at their leisure and preferred pace.

We encourage Plan Sponsors to take the opportunity several times throughout the year to remind staff of the general employee benefits that are available to them. Plan Sponsors can email their staff the basic 403(b) and/or 457(b) informational pieces, which can include the employer specific Annual Retirement Benefits Guide, meaningful notice, employee newsletters, Plan Participation Guide, and more. These plan specific pieces and other information can be easily found on our website and viewed on-demand: www.tsacg.com.

Links to our website and plan educational pieces can also be posted on an employer Intranet benefits page(s), where all benefit information is typically housed.



Coming Soon: Plan Document Restatement Project

Our team will soon be contacting all Plan Sponsor clients who utilize our IRS-approved 403(b) Volume Submitter Plan Document to initiate the required plan restatement process.

As a reminder, the IRS periodically requires pre-approved plans, including volume submitter plans, to be restated to reflect changes in applicable laws, regulations, and other regulatory guidance. The Cycle 2 restatement represents the most recent required update following Cycle 1 and ensures that your plan document remains fully compliant. If you would like to consider adding an additional plan type such as a 457(b), a ROTH 403(b), a ROTH 457(b), or a 401(a), please contact Plan Support, and we will get the process started for you. If you have questions about adding an additional plan option for your employees, your Plan Consultant is available to discuss your concerns and answer any questions you may have surrounding the process as well as the compliance considerations of an additional plan. You can reach the OMNI/TSACG Plan Support team at plansupport@tsacg.com or call **888-777-5827 Option 0**.

Online Distribution System for Employees

OMNI/TSACG continues to maintain an advanced Web-based Online Distribution System (ODS) for use by participants, plan sponsors, and investment providers assisting participants. The system provides employees the ability to submit their transaction request 24 hours a day, seven days a week. Utilizing online transaction forms is the fastest and easiest way for authorization of a distribution from your account.

ODS can be easily accessed on our site, and the direct link is <https://transaction.tsacg.com>. Distribution transactions may include loans, transfers/exchanges, rollovers, hardship withdrawals, QDROs, or cash distributions. Only transactions allowed by your employer's plan can be processed. In addition, OMNI/TSACG representatives are available to assist users or answer questions if necessary.

