



# Lancaster County Public Schools

*Learning Today...  
Leading Tomorrow!*

Date: December 15, 2022

To: All Employees of Lancaster County Public Schools

From: Takia S. Dobyns, Director of Budget and Finance

Re: Annual Notice of Participation  
Lancaster County Public Schools 403(b) Plan

Lancaster County Public Schools (“the Employer”) offers a 403(b) Plan for eligible employees of the organization. Employees are eligible to participate as described below:

- All W-2 employees are eligible to participate in the 403(b) Plan except non-resident aliens and student workers.

A 403(b) plan is a tax-deferred retirement program that permits an employee to reduce his or her compensation on a pre-tax basis and have the contribution deposited into a 403(b) investment.

To enroll in a 403(b) program, you must complete a Salary Reduction Agreement. Salary Reduction Agreements are available from the Payroll office and the two approved annuity representatives.

You may also be required to complete an annuity contract or custodial account application to establish your investment account under the Plan. Application forms for an annuity contract or a custodial account can be obtained from the representative of the investment provider you select. Employees should contact each vendor for information about the 403(b) products and services it offers. A list of the approved providers in our Plan is attached and available in the Payroll office.

You can make a change to or stop your contribution at any time. You will need to complete a new Salary Reduction Agreement and provide it to the Payroll office to do so. The change will take effect for the next available payroll period after the new Salary Reduction Agreement is processed by the Payroll Office.

The IRS limits the annual contributions you can make to a 403(b) plan. For 2022, the limit is \$20,500 for participants under age 50 and up to \$27,000 for participants who become age 50 or older during this calendar year.

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Jessica Davis, Superintendent  
Takia Dobyns, Director of Budget & Finance  
Kelvin Evans, Director of Human Resources & Equity  
John Mann, Director of Operations & Transportation

*School Board*  
Joan Gravatt, Chair  
Cindy Clarke, Vice Chair  
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Margaret Socey, Member



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Lancaster County Public Schools has no liability for any employee's election to participate in the 403(b) plan, choice of 403(b) vendor(s), or the expected tax consequences resulting from participating in the 403(b) plan. Lancaster County Public Schools does not provide tax, legal or investment advice and recommends that employees seek advice from professionals who specialize in these areas.

If you have any questions about our 403(b) Plan, please contact the Payroll Office at 804-462-5100 or the Plan's third party administrator, ADMIN Partners, LLC at 877-484-4400.

Attachment

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Jessica Davis, Superintendent  
Takia Dobyns, Director of Budget & Finance  
Kelvin Evans, Director of Human Resources & Equity  
John Mann, Director of Operations & Transportation

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## Approved Annuity Vendors FY 2022 - 2023

Vendor Name	Contact Person	Contact Information
AXA Equitable	David C. Stables IV, CFP®, ChFC®, CLU® <i>CERTIFIED FINANCIAL PLANNER™ professional</i>  7231 Forest Ave. Suite 300 Richmond, VA 23226  <a href="http://www.davidcstables.com">www.davidcstables.com</a>	P: (804)287-0228  F: (804)285-3134  <a href="mailto:davidstables@communityfg.net">davidstables@communityfg.net</a>
Pinnacle Financial Planning, LLC	Mike Mullins  916 Canvasback Lane, Heathsville, VA 22473  <a href="http://www.pinnacleplanning.net/">http://www.pinnacleplanning.net/</a>	Phone (804) 580-4121  Fax: (804) 597-0165  <a href="mailto:mmullins@swcares.com">mmullins@swcares.com</a>

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