



Phoenix Charter School Summary Plan Description

Plan Type Internal Revenue Code Section 403(b)	Plan Administrator JEM Resource Partners	Excluded Employees None
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Plan Password for Enrolling Online phoen403-if enrolling for Pre-tax	Written Plan Effective Date 09/01/2009	Plan Year End 12/31
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Contribution Tax Treatment Pre-Tax	Contribution Sources Employee Only	Roth 403(b) Not Available
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Contribution Limit \$17,000 per year	Catch-Up Contribution Limit Available for Age 50+ Only	Automatic Enrollment Not Available
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Exchanges in Plan Available only with companies listed in Appendix I	Transfers Into Plan Available from another employers 403(b) plan	Transfers Out of Plan Not Available
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Distributions Available under the following conditions: Separation of Service, Death, Disability, or Retirement	Loans Available, subject to availability and any additional conditions applied by individual vendors	Automatic Distributions Not available
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Hardship Available if request meets IRS definition pursuant to § 1.401(k)- 1(d)(3)(iii)(B) of the Income Tax Regulations	Disability Designated by each vendor and not by the 403(b) plan.	Beneficiaries Designated by each vendor and not by the 403(b) plan.
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Administrative Fees \$1.50 per 403(b) participant per month	Fees Paid By: Employer
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For more information please contact JEM Resource Partners, the Plan Administrator