



El Paso ISD

Summary Plan Description

Plan Type

FICA Alternative

Plan Administrator

Superintendent

Eligible Employees

Must meet one of the following, *and* not covered by TRS:
Part-time, Temporary, Seasonal

Written Plan Effective Date

9/1/2003

Plan Year End

8/31

Contribution Tax Treatment

Pre-Tax

Employer Contribution

0%

Employee Contribution

7.5%

Rollovers Into Plan

Not available

Rollovers Out of Plan

Available to another qualified plan,
upon termination of service

Distributions

Available for the following:
- Separation of Service
- Death
- Disability

Beneficiaries

A Designation of Beneficiary Form
is only required if Spouse is not the
Primary Beneficiary

Fees of Service Plan Providers

JEM Resource Partners, TPA

Sliding Scale (2% - 1%), currently 1%,
paid from Plan assets

TCG Advisors, Investment Advisor

Sliding Scale (0.45% -0.25%),
currently 0.45%, paid from Plan
assets

Other Fees

\$15 Distribution Fee
All of the above paid by
participant

ESC Region 10, Plan Coordinator

\$0.10 per participant per month, paid
by participant

AST Capital Trust, Custodian

0.10%, paid by JEM fees

For more information please contact JEM Resource Partners, the Plan Administrator