



Fort Bend ISD
FICA Alternative Plan

Summary Plan Description

Plan Type

Internal Revenue Code
 Sections 457(b) and 3121
 "FICA Alternative Plan"

Plan Administrator

JEM Resource Partners

Eligible Employees

Must meet one of the following, *and* not covered by the Texas Teachers Retirement System (TRS):
 Part-Time Employees who work less than 20 hours per week, Seasonal Employees who work full-time for less than 5 months during the Plan Year, Temporary Employees who work full or part-time under a contract which is not expected to exceed 2 years.

Written Plan Effective Date

7/20/2010

Plan Year End

12/31

Plan Password for Viewing Account Online

Initial User Name: Your Social Security Number (SSN); Initial Password: Last 4 digits of your SSN

Contribution Tax Treatment

Pre-Tax

Employer Contribution

0%

Employee Required Contribution

7.5% of Pay

Rollovers Into Plan

Not available

Rollovers Out of Plan

Available to another qualified plan, upon termination of employment

Distributions

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

Beneficiaries

Participant may designate a beneficiary, otherwise the beneficiary is the Spouse if married and the estate if not married

Fees of Service Plan Providers

JEM Resource Partners, TPA

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

TCG Advisors, Investment Advisor

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

Other Fees

\$15 Distribution Fee
 Paid by Participant

ESC Region 10, Plan Coordinator

\$0.10 per participant per month, paid from Plan Accounts

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

This document is designed to inform Participants about the Plan in non-technical language. Every attempt is made to convey the Plan accurately. If anything in this Summary Plan Description varies from the Plan Documents, Plan Documents govern.