

## ESC Region 10

## Summary Plan Description

<b>Plan Type</b> Internal Revenue Code Section 403(b)	<b>Plan Administrator</b> JEM Resource Partners	<b>Excluded Employees</b> None
<b>Plan Password for Enrolling Online</b> reg10403	<b>Written Plan Effective Date</b> 1/1/2009	<b>Plan Year End</b> 12/31
<b>Contribution Tax Treatment</b> Pre-Tax	<b>Contribution Sources</b> Employee Only	<b>Roth 403(b)</b> Not Available
<b>Contribution Limit</b> \$15,500 per year	<b>Catch-Up Contribution Limit</b> Available for Age 50+ Only	<b>Automatic Enrollment</b> Not Available
<b>Exchanges in Plan</b> Available only with companies listed in Appendix I	<b>Transfers Into Plan</b> Available from another employers 403(b) plan	<b>Transfers Out of Plan</b> Not Available
<b>Distributions</b> Available under the following conditions: Separation of Service, Death, Disability, or Retirement	<b>Loans</b> Available, subject to availability and any additional conditions applied by individual vendors	<b>Automatic Distributions</b> Not available
<b>Hardship</b> Available if request meets IRS definition pursuant to § 1.401(k)- 1(d)(3)(iii)(B) of the Income Tax Regulations	<b>Disability</b> Designated by each vendor and <b>not</b> by the 403(b) plan.	<b>Beneficiaries</b> Designated by each vendor and <b>not</b> by the 403(b) plan.
<b>Administrative Fees</b> \$1.50 per 403(b) participant per month, \$150 per month minimum	<b>Fees Paid By:</b> Employer	

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