

CADDO MILLS INDEPENDENT SCHOOL DISTRICT (Caddo Mills ISD)
457(b) RETIREMENT SAVINGS PLAN (RSP)
SUMMARY PLAN DESCRIPTION

The Caddo Mills ISD Board of Trustees adopted the ESC Region 10 457 Cooperative and Master Plan ("the Plan") effective on 9/1/2007. The Plan is a voluntary payroll deducted tax deferral plan that is sponsored by Caddo Mills ISD. Investments in the Plan are overseen by the Region 10 Investment Advisory Committee. The Registered Investment Advisor meets with ESC Region 10 on a quarterly basis to review and modify any investments available in the Plan.

Contributions

Employees can make a voluntary contribution through payroll deduction into the Plan. Annual contributions are limited to \$15,500 in 2007 for employees under 50 years old. For employees 50 or older are allowed an additional "catch-up" contribution of \$5,000/yr in 2007 for a total deferral of \$20,500/yr. Contributions for future years are scheduled to be indexed to inflation.

Vesting

All contributions to the Plan are immediately vested.

Eligibility

An employee is eligible to participate in the Plan if they are an employee of Caddo Mills ISD, unless they are specifically excluded below:

- Independent Contractors

Investments

The ESC Region 10 Investment Advisory Committee (IAC) reviews all investment options available in the Plan quarterly. ESC Region 10 selected TCG Advisors, LP, a Registered Investment Advisor, to make investment recommendations and to act as the fiduciary for the investments it recommends. The IAC seeks to provide high-quality, low-cost investments in a broad range of asset classes. Plan participants can direct their own investments or choose a managed portfolio, which is actively managed by the IAC. If you do not choose an investment when you join the Plan, the default investment is the managed portfolio. For more information on the investments in the Plan, including the default investment option, go to www.Region10RAMS.org or call the JEM Resource Partners (JEM), the Plan's Third Party Administrator (TPA). You can change your investment elections at any time by going to this website or calling JEM.

Distributions

Participants are eligible to receive a distribution under the following circumstances:

- Separation from employment, death or disability
- Unforeseeable emergency, as defined by the Internal Revenue Service for this type of Plan
- Loans – *See loan agreement*
- A balance of less than \$5,000 and you have no activity in your account for 2 years

Upon receiving a completed distribution form JEM will distribute plan assets as directed on the form. The forms are available at www.region10rams.org. Distributions are taxable. Participants can continue to defer taxation by rolling their account balance into a qualified account (i.e. Traditional IRA, 403(b), 457(b), etc.) For more information on distributions, please call JEM.

Fees Charged by Plan Service Providers

JEM Resource Partners – TPA – \$18.50/year plus .25% of assets
 Paid from Participant account
 Distribution fee is paid by Participant (\$30)
 Loan fee is paid by Participant (\$50 set up, \$25 annual maintenance)

TCG Advisors, LP – Investment Advisor – Sliding Scale (.45% - .25% of assets) Currently .45%
 Paid from Participant account

ESC Region 10 – Coordinates Plan - \$.10 per Participant per month.

AST Capital Trust – Custodian/Trustee –
 Paid by JEM Resource Partners

Paid from Participant account

Contact Information

For more information please contact the Plan TPA Record Keeper JEM. Their contact information is below

<p><u>TPA</u> JEM Resource Partners 4201 Bee Caves Rd C-101 Austin, TX 78746 Phone: 800-943-9179 Fax: 888-989-9247</p>

Investment Advisor
TCG Advisors, LP
A Registered Investment Advisor
 4201 Bee Caves Rd C-101
 Austin, TX 78746

Trustee
AST Capital Trust Company
 2800 North Central Avenue Suite 900
 Phoenix, AZ 85004

Website to view your Account and obtain information about the Plan: www.region10rams.org
 Plan Password for Online Enrollment: *caddo457*

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, the Plan Documents govern.