

**FRISCO INDEPENDENT SCHOOL DISTRICT (Frisco ISD)
457(b) FICA ALTERNATIVE PLAN
SUMMARY PLAN DESCRIPTION**

The Frisco ISD Board of Trustees adopted the Educational Service Center Region 10 (Region 10) FICA Alternative Plan (“the Plan”) effective on 9/1/2007. The Plan is in lieu of participation in Social Security by employees not covered by the Texas Teachers Retirement System (TRS). The Omnibus Budget Reconciliation Act of 1990 (OBRA 90) mandates that employees of public agencies, including school districts, be covered under Social Security or a qualifying alternate plan (e.g., TRS).

Contributions

Employer Contribution: 0%
Employee Contribution: 7.5%

Vesting

All contributions to the Plan are immediately vested.

Eligibility

An employee is eligible to participate in the FICA Alternative Plan if they meet one of the eligibility requirements listed below and are not covered by TRS.

- Part-time
- Seasonal
- Temporary
- Not covered by TRS in a position otherwise covered by TRS

Investments

The Plan invests all contributions into a pooled trust which is overseen by the ESC Region 10 Investment Advisory Committee (IAC). ESC Region 10 selected TCG Advisors, LP a Registered Investment Advisor to make investment recommendations. The pooled trust is invested in a broad range of asset classes. For more information on the investments in the Plan go to www.region10rams.org or call the JEM Resource Partners, the Plan’s Third Party Administrator (TPA).

Distributions

Participants are eligible to receive a distribution upon termination of employment, death or disability. Once JEM is notified of a participant’s separation from employment, JEM will send out distribution instructions by mail to the participant’s most current address. The forms are also 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.)

Fees Charged by Plan Service Providers

JEM Resource Partners – TPA – – Sliding Scale (2.0% - 1.0% of assets) Currently 1.0%

Paid from Plan assets

Distribution fee is paid by Participant (\$15)

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

Paid from Plan assets

AST Capital Trust – Custodian - Paid by JEM Resource Partners

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

Paid from Plan assets

Contact Information

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

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

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

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

Website to view your Account and obtain information about the Plan: www.region10rams.org

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.