

**IRVING INDEPENDENT SCHOOL DISTRICT (Irving ISD)**  
**457(b) FICA ALTERNATIVE PLAN**  
**SUMMARY PLAN DESCRIPTION**  
July 1<sup>st</sup>, 2007

*The Irving ISD Board of Trustees adopted the Educational Service Center Region 10 (Region 10) FICA Alternative Plan ("the Plan") effective on September 1st, 2004. 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](http://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. 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](http://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

<b><u>TPA</u></b> <i>JEM Resource Partners</i> 4201 Bee Caves Rd C-101 Austin, TX 78746 Phone: 800-943-9179 Fax: 888-989-9247
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<b><u>Investment Advisor</u></b> <i>TCG Advisors, LP</i> <i>A Registered Investment Advisor</i> 4201 Bee Caves Rd C-101 Austin, TX 78746
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<b><u>Trustee</u></b> <i>AST Capital Trust Company</i> 2800 North Central Avenue Suite 900 Phoenix, AZ 85004 <b><u>Custodian</u></b> <i>TD Ameritrade</i>
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Website to view your Account and obtain information about the Plan: [www.region10rams.org](http://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.