

Plan Highlights

Who Can Participate?

The Plan does *not* allow participation by employees who are:

- Employees working less than 17.5 hours per week.

All other current employees are eligible to participate in the Plan. Other requirements may also have to be met, as described in the Summary Plan Description.

When May I Join?

Eligible employees may join the Plan on the first day of the month coinciding with or next following the date on which the eligibility requirements are met.

How Do I Contribute To The Plan?

Through payroll deduction, you can make elective deferrals up to the maximum allowed by law. The dollar limit is \$16,500 for 2010. Certain “catch-up” contributions may also be available under certain circumstances (e.g., age 50 or older, or other long-term employees meeting other criteria).

If your school provides this option, you can also designate your elective deferrals to a Plan account that qualifies as a Roth 403(b). In 2010, you may contribute as much as \$16,500, in total, to all 403(b) accounts (Roth 403(b) and pre-tax contributions). Roth 403(b) contributions will be included as taxable income to the employee. Earnings on the Roth 403(b) contribution will accumulate tax free, and retirement withdrawals may be exempt from federal income tax.

If you have an existing 403(b) tax-deferred arrangement with a prior 403(b) vendor or any other employer, you may transfer or roll over that account into the Plan on becoming a participant in the Plan. (Call Ameritime at 1-866-944-0532 for specific details on how to complete this transfer.)

Can I Stop Or Change My Contributions?

You may stop your contributions any time upon written notice. Once you discontinue contributions, you may start again as of any Plan entry date.

You may increase or decrease the amount of your contributions as of a date designated by your district.

How Do I Become “Vested” in My Plan Account?

Vesting refers to your “ownership” of a benefit from the Plan. You are always 100% vested in your Plan contributions and your rollover contributions, plus any earnings they generate.

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How Are Plan Contributions Invested?

You give investment directions for your Plan account, selecting from investment choices provided under the Plan, as determined by the ESSDACK Plan Board of Trustees.

- You may change your investment choices anytime.
- More information about your Plan's investment choices can be found elsewhere in these materials.

When Can Money Be Withdrawn From My Plan Account?

Money may be withdrawn from you Plan account in these events:

- Death.
- Disability.
- Termination of Employment.

To receive favorable tax treatment, distributions of Roth 403(b) contributions must be made after the participant reaches 59½, or on account of the participant's death or disability, and must be made at least 5 years after the date the first Roth 403(b) contribution was made. See your Summary Plan Description for more details about taking withdrawals from the Plan. Be sure to talk with your tax advisor before withdrawing any money from your Plan account.

May I Withdraw Money In Case Of Financial Hardship?

If you have an immediate financial need created by severe hardship and you lack other reasonably available resources to meet that need, you may be eligible to receive a hardship withdrawal from your elective deferrals and any rollover contributions. A hardship, as defined by the government, can include:

- buying a principal residence,
- paying for your or a dependent's college education,
- paying certain medical expenses,
- preventing eviction from or foreclosure on your principal residence,
- paying for funeral expenses, or
- paying for qualifying repairs to your principal residence, within tax law limits.

If you feel you are facing financial hardship, you should see your Benefits Administrator for more details.

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How Do I Obtain Information About My Plan Account?

You will receive a personalized account statement quarterly. The statement shows your account balance as well as any contributions and earnings credited to your account during the reporting period.

You will also have access to an automated voice response system (1-877-377-0303) and Internet site (www.Ameritime.us), which are designed to give you current information about your Plan account. You can get up-to-date information about your account, balance, contributions, investment choices, and other Plan data. You will receive additional information on how to use the Voice Response System and Internet site.

How Do I Enroll?

Simply complete the enrollment forms provided and return them to the person designated or your Benefits Administrator.

Summary Plan Description

The above highlights are only a brief overview of the Plan's features and are not a legally binding document. A more detailed Summary Plan Description will be given to you. Please read it carefully and contact your district's Administrator if you have any further questions.