



Ralls ISD Employer Match Plan*

Summary Plan Description

Plan Type

Internal Revenue Code Section 403(b)

Plan Administrator

JEM Resource Partners

Eligible Employees

Employees who are making member contributions to the Teacher Retirement System of Texas (TRS)

*Ralls Independent School District Employer Paid 403(b) Plan

Plan Password for Enrolling Online

Ral403ER- if selecting a vendor for the Employer Match Plan

Written Plan Effective Date

9/1/2010

Plan Year End

12/31

Matching Contribution Rules

The Employer will make contributions on the eligible Employees' behalf as follows:

- In an amount equal to 100% of each Participant's Deferral to the 403(b) Voluntary Plan of the Employer, not to exceed 2% of the Participant's compensation ("Matching Employer Contributions").
- In addition, account balances in the Plan forfeited by Participants who terminate employment shall be allocated to current Participants on 12/31 of each year, but only to the accounts of Participants who are employed by the Employer on that date.

Vesting

Contributions made to a Participant's account in the Plan are subject to vesting requirements (the ownership of the contributions and earnings). The following schedule shows when a Participant will become the owner of the account balance. Note that if the Participant retires with an unreduced benefit under TRS, he or she will be 100% immediately vested.

Years of Service / Vested %

Yr 1	Yr 2	Yr 3
0%	50%	100%

Distributions

Available for the following conditions: Separation of Service, Death, Disability, or Retirement

Loans

Not Available

Automatic Distributions

Not Available

Hardship Distributions

Not Available

Disability

As provided in the Vendor Agreement

Beneficiary Designation

Maintained by Vendor

Administrative Fees

JEM Resource Partners - Record Keeper
\$2.00 per participant per month
Paid by the Employer

Vendor for Employer Plan

Funds
ING / ReliaStar

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