



Alief ISD

Summary Plan Description

Plan Type

Internal Revenue Code
Section 403(b)

Plan Administrator

JEM Resource Partners

Excluded Employees

None

Plan Password for Enrolling Online

alief403 – If enrolling for pre-tax
aisd403R- If enrolling for ROTH

Written Plan Effective Date

1/1/2009

Plan Year End

12/31

Contribution Tax Treatment

Pre-Tax

Contribution Sources

Employee Only

Roth 403(b)

Available

Suspense

Previous Plan Year Refunds: the district will not accept refunds therefore the employee must establish a 403(b) account with an approved vendor

Current Plan Year Refunds: the funds are returned monthly to school district if participant doesn't have active 403b account

Contribution Limit

\$17,000 per year

Catch-Up Contribution Limit

Available for 50+ Only

Automatic Enrollment

Not Available

Exchanges in Plan

Available only with companies listed
in Appendix I

Transfers Into Plan

Available from another employers
403(b) plan

Transfers Out of Plan

Not Available

Distributions

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

Loans

Available, subject to availability
and any additional conditions
applied by individual vendors

Automatic Distributions

Not available

Hardship

Available if request meets IRS
definition pursuant to § 1.401(k)-
1(d)(3)(iii)(B) of the Income Tax
Regulations

Disability

Designated by each vendor and **not**
by the 403(b) plan.

Beneficiaries

Designated by each vendor and
not by the 403(b) plan.

Administrative Fees

\$1.50 per 403(b) participant per
month, \$150 per month minimum

Fees Paid By:

Employer

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, Plan Documents govern.