

## Cypress-Fairbanks ISD Summary Plan Description

<b>Plan Type</b> Internal Revenue Code Section 403(b)	<b>Plan Administrator</b> JEM Resource Partners	<b>Excluded Employees</b> None
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<b>Plan Password for Enrolling Online</b> cyfai403 – if enrolling for Non-Substitutes cfsub403 – if enrolling for Substitutes	<b>Written Plan Effective Date</b> 1/1/2009	<b>Plan Year End</b> 12/31
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<b>Contribution Tax Treatment</b> Pre-Tax	<b>Contribution Sources</b> Employee Only	<b>Roth 403(b)</b> Not Available
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**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

<b>Contribution Limit</b> \$17,000 per year	<b>Catch-Up Contribution Limit</b> Available for Age 50+ Only	<b>Automatic Enrollment</b> Not Available
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<b>Exchanges in Plan</b> Available only with companies listed in Appendix I	<b>Transfers Into Plan</b> Available from another employers 403(b) plan	<b>Transfers Out of Plan</b> Not Available
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<b>Distributions</b> Available under the following conditions: Separation of Service, Death, Disability, or Retirement	<b>Loans</b> Available, subject to availability and any additional conditions applied by individual vendors	<b>Automatic Distributions</b> Not available
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<b>Hardship</b> Available if request meets IRS definition pursuant to § 1.401(k)-1(d)(3)(iii)(B) of the Income Tax Regulations	<b>Disability</b> Designated by each vendor and <b>not</b> by the 403(b) plan.	<b>Beneficiaries</b> Designated by each vendor and <b>not</b> by the 403(b) plan.
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<b>Administrative Fees</b> \$1.50 per 403(b) participant per month	<b>Fees Paid By:</b> Employer
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**For more information please contact JEM Resource Partners, the Plan Administrator**