



ESC, Region 4

Payroll Change Cut-Off Dates

Plan Type

Internal Revenue Code Section 403(b)

Changes Submitted Online by:

Effective Paycheck Date:

April 13, 2012

April 20, 2012

April 27, 2012

May 4, 2012

May 11, 2012

May 18, 2012

May 25, 2012

June 1, 2012

June 8, 2012

June 15, 2012

June 22, 2012

June 29, 2012

July 6, 2012

July 13, 2012

July 20, 2012

July 27, 2012

August 3, 2012

August 10, 2012

August 17, 2012

August 24, 2012

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

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.