



## ESC, Region 4

## Payroll Change Cut-Off Dates

### Plan Type

Internal Revenue Code Section 403(b)

### Changes Submitted Online by:

### Effective Paycheck Date:

September 2, 2011

September 9, 2011

September 16, 2011

September 23, 2011

September 30, 2011

October 7, 2011

October 14, 2011

October 21, 2011

October 28, 2011

November 4, 2011

November 11, 2011

November 18, 2011

November 25, 2011

December 2, 2011

December 9, 2011

December 16, 2011

December 23, 2011

December 30, 2011

January 6, 2012

January 13, 2012

January 20, 2012

January 27, 2012

February 3, 2012

February 10, 2012

February 17, 2012

February 24, 2012

March 3, 2012

March 9, 2012

March 16, 2012

March 23, 2012

March 30, 2012

April 6, 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.