

Fredericksburg City PS

Summary Plan Description

Plan Type Internal Revenue Code Section 403(b)	Plan Administrator Chief Financial Officer	Excluded Employees None
Written Plan Effective Date 7/1/2008	Plan Year End 12/31	
Contribution Tax Treatment Pre-Tax	Contribution Sources Employee Only	Roth 403(b) Not Available
15 Year Catch-Up Not Available	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	
Plan Password for Online Enrollment fred403b	For More Information Refer to the attached Adoption Agreement	