



Highland CC

Payroll Change Cut-Off Dates

Plan Type

Internal Revenue Code Section 403(b)

Changes Submitted Online by:

Effective Paycheck Date:

January 3, 2012

January 13, 2012

January 17, 2012

January 27, 2012

January 31, 2012

February 10, 2012

February 14, 2012

February 24, 2012

February 28, 2012

March 9, 2012

March 13, 2012

March 23, 2012

March 27, 2012

April 6, 2012

April 10, 2012

April 20, 2012

April 24, 2012

May 4, 2012

May 8, 2012

May 18, 2012

May 22, 2012

May 31, 2012

June 5, 2012

June 14, 2012

June 19, 2012

June 28, 2012

July 2, 2012

July 12, 2012

July 17, 2012

July 26, 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.