

ALDINE INDEPENDENT SCHOOL DISTRICT

PARS 401(a) Matching Plan for Retirement Savings



PUBLIC AGENCY
RETIREMENT SERVICES

PLAN INFORMATION SHEET

Introduction

Effective September 1, 2000, Aldine Independent School District established an employer-paid supplemental 401(a) retirement plan, which is called the **PARS 401(a) Matching Plan for Retirement Savings**. Employer-paid contributions are wholly discretionary and may be made to the Plan on behalf of eligible employees. Contributions accumulate with earnings on a tax-deferred basis. The District determines annually the amount, if any, of the matching contribution.

The Plan is designed to encourage retirement savings in that employer-paid Plan contributions are determined by what the employee has voluntarily contributed to their 403(b)/457 salary deferral program, providing employees an incentive to continue or increase salary deferrals to their 403(b)/457 program.

Effective September 1, 2006, Aldine ISD added a feature to the Plan whereby employees who are vested in their accounts as of August 31, 2006, or thereafter, can choose to self-direct and manage investments in their own account by selecting from investment options determined by the District and the Investment Advisor to the Plan, TCG Advisors, LP. Along with the ability to manage their own accounts, employees will have the option to choose from three professionally managed investment portfolios, in addition to the Wells Fargo Stable Return Fund. If an employee is vested and chooses not to participate in the participant directed investment program, his or her account will automatically be invested in the Wells Fargo Stable Return Fund. Employees who become vested during any Plan Year can participate in the participant directed investment program on September 1 following the date on which they became vested in their account. Please note that even though participants may be vested on September 1, account reconciliations will take place on or around October 31, at which time accounts may be accessed.

This Plan Information Sheet provides a summary of how employees can participate in the Plan. **Please note that this Plan is administered separately from your 403(b)/457 program.**

Employer Contributions

Aldine ISD may contribute to the Plan on behalf of each eligible employee who is employed by Aldine ISD on the last day of the Plan Year, as follows:

Base Contribution: the District may match 100% of employees' 403(b)/457 salary deferrals within the Plan Year, up to a maximum of one-half of a percent (0.5%) of gross compensation.

Employee Contributions

No Employee contributions are permitted in this Plan.

Plan Eligibility Requirements

Employees are eligible to participate in the Plan if he or she is:

- (a) an employee of Aldine Independent School District; and
- (b) a participant in the Texas Teacher Retirement System (TRS).

Account Ownership (Vesting)

An employee shall be 100% Vested in his/her account after attaining 6 years of credited years of service with the District and must be employed through the last day of their 6th Plan Year, unless the Employee retires under the rules of TRS during or after his/her 6th year of participation in the Plan. For purposes of this Plan, an Employee shall receive one year of service under the Plan if he/she meets the Eligibility Requirements in the Plan Year.

The vesting schedule for the Plan is as follows:

0-5 Years of Service→	0% Vested
6+ Years of Service→	100% Vested

Plan Year

A Plan Year is defined as the consecutive twelve-month period beginning on September 1 and ending on August 31.

Benefit Payments

The vested portion of the employee account is available for benefit distribution upon the participating employee's retirement, termination of employment, permanent disability or death. Loans and Hardship Withdrawals are not permitted under the Plan.

Please Note

The Plan Document contains a more detailed description, and your employer has a copy, which you may read. The Plan Document shall govern if this description states something different.

Questions? Contact the PARS

Plan Support Department:

Monday — Friday 8:30 AM — 5:00 PM

Call (800) 540-6369 or email plansupport@pars.org.