

**Dexter Community Schools
in cooperation with the
Washtenaw ISD and Wayne RESA 403(b) Plan Consortium**

403(b) Plan Question and Answer Information

This document has been prepared to help you better understand what to expect regarding the new 403(b) plan that will be implemented January 1, 2009. It is not a legally binding document but merely a guide to understanding the new 403(b) plan.

1) Why are we changing our 403(b) plan?

It is the law and while the law has undergone many changes over the years, no comprehensive changes had been made to the 403(b) regulations since the 1960s. The IRS intended to make the 403(b) regulations more consistent with other similarly defined contribution plans, such as 401(k) plans offered by businesses and corporations. These new regulations will simplify the body of existing rules and guidelines for both participating employees and plan employers. Additionally, the IRS found many deficiencies during 403(b) plan audits and felt that this is the best approach to rectify those deficiencies.

2) How did the District go about evaluating which option was best?

Last fall, we began looking at the changes that would be necessary to bring our 403(b) retirement plans into compliance with the new regulations issued by the IRS. Stepping back from the onslaught of training and informational material we received, we asked ourselves, "If we were to design a 403(b) plan with a blank slate, what would it look like?"

A consortium that included Washtenaw County Intermediate School District (WISD), Wayne County Regional Educational Service Agency (Wayne County RESA) and 38 constituent K-12 public schools in southeast Michigan was formed to study the issue. The consortium issued a request for proposal (RFP) that can be found at <http://www.wash.k12.mi.us/files/business/RFP403bplan.pdf>

The consortium received 28 proposals. A memo authored by the representatives of the 403(b) consortium "Recommendation of new 403(b) plan" provides information on the process. The memo can be found at <http://wash.k12.mi.us/files/business/Committee403bRecommendation.pdf>

3) What criteria were used?

The new 403(b) solution was expected to provide:

- #1 Compliance with new IRS regulations and IRS expectations
- #2 Maximize participant retirement savings with the selection of investments and by minimizing erosion caused by high vendor fees
 - * Low cost: mutual funds with low internal fees; low cost plan administration; and, efficient structure
 - * Total disclosure of fees charged and return of revenue sharing to offset fees
 - * The plan provider to accept fiduciary responsibility for fund selection
 - * Independent: no proprietary mutual funds or other insurance products to sell to participants

403(b) Plan Question and Answer Information

- * Large enough vendor with solid established history of managing retirement plans; our plan should not make up the majority of their funds under management
- * Structured fund selection process by a team of professionals, not one or two salespeople
- * As much structure as before for those who need it, i.e. “I don’t know, just pick what I should do.”
- * More flexibility than before: virtually unlimited access to legal 403b mutual fund investments
- * Ability to work with a personal or previous financial advisor: Participant would continue to pay for the financial advice, just in a different way; if you don’t use advice you don’t have to pay for it
- * Improved/consistent education on saving for retirement

4) Who is the new vendor?

The Standard. The Standard is a publicly traded company on the New York Stock Exchange (ticker symbol: SFG). You can further acquaint yourself with The Standard by visiting their web site at www.standard.com

5) When will the new 403(b) plan become effective?

The new 403(b) plan will become effective January 1, 2009. All new contributions made after this date will go into the investment options you have selected at The Standard.

6) What does the new 403(b) plan look like?

The new 403(b) plan is a single vendor model concept that is fairly unique in school districts right now. The core of the plan is very common in 403(b) ERISA plans for non-profit institutions like universities and hospitals and 401(k) plans for corporations. We have supplemented the core plan with an open mutual fund window that, in our opinion, makes this a far superior retirement plan for our participants than was previously available to you.

The new 403(b) plan will utilize a four (4) bucket approach that allows you to choose how much or how little involvement you have in your investment choices.

Bucket 1: Core Line-up – This bucket contains a core line-up of 29 mutual funds across broad investment categories and provides a mix of actively and passively managed mutual funds. This bucket would be for the participants that would like to select their own investment portfolio, knowing that all options have been reviewed by investment professionals and determined to be the best in its investment class.

Bucket 2: Guided Portfolios - This bucket contains five custom asset allocation portfolios that are created out of the underlying core fund line-up (Bucket 1) and range from conservative to aggressive. This bucket will help you through the process of choosing and managing your retirement assets by providing information and tools. After answering a few questions about your future goals and current retirement income sources, the tools discuss risk tolerance, diversification and possible investment options. An investor profile questionnaire leads you to one of the five portfolios that show how you may want to diversity your assets. Most participants will likely choose a Guided Portfolio.

403(b) Plan Question and Answer Information

Bucket 3: Mainspring Managed - *This option will be available in the 403(b) plan mid-2009.* This bucket is for the complete “please actively manage my money for me” approach. The Standard will do everything for you. Create a savings plan to help you meet your retirement needs, manage your investments and contributions to match your needs, provide access to a call center staffed with professional investment advisors, and provide ongoing statements to show your progress along the way. All investments will be created out of the underlying core fund line-up (Bucket 1). The cost is \$10/month.

Bucket 4: Open Brokerage Window - This bucket offers access to over 5,300 mutual funds, all without loads/sales commissions. This is a self-directed brokerage account through the Schwab Personal Choice Retirement Account (PCRA). A complete list of investment products available can be accessed at <http://wash.k12.mi.us/files/business/SchwabPCRA.pdf> or at www.schwab.com. The cost is \$35/year.

7) How were the mutual funds selected for the Core Line-up in Bucket 1 and the Guided Portfolios in Bucket 2?

The funds were selected by The Standard in accordance with our plan’s Investment Policy Statement (IPS). The IPS outlines the criteria used and includes items such as fund expense ratios, manager tenure, style fund purity, and historical performance. The IPS can be found at <http://www.wash.k12.mi.us/files/business/403bIPS.pdf>

The Standard is a Registered Investment Advisor (RIA) and is regulated by the Securities and Exchange Commission. A RIA is required to provide independent, unbiased advice to clients, and their compensation cannot be determined as a result of the investment choice recommended (i.e. commission-based).

An Investment Committee will be established for the purpose of meeting quarterly with The Standard to review the fund selection and performance. The Investment Committee for the Washtenaw/Wayne 403(b) Consortium will include the four original consortium representative and four other representatives to be named.

8) What are my investment choices in Bucket 1?

Investment Category	Mutual Fund	Ticker
Large Growth	MainStay Large Cap Growth A	MLAAX
Large Growth	American Funds Growth Fund R5	RGAFX
Large Growth	Vanguard Gr Index	VIGRX
Mid-cap Growth	Neuberger Ber Mid Cap Growth Inv	NMANX
Mid-cap Growth	Vanguard MdCap Gr Index	VMGIX
Small-Cap Growth	Blackrock Small Cap Grth Eq I	PSGIX
Small-Cap Growth	Vanguard SmCp Gr Index	VISGX
Large Blend	Victory Diversified Stock R	GRINX
Large Blend	Vanguard 500 Index	VFINX
Mid-cap Blend	Aston/Optimum Mid Cap N	CHTTX
Mid-cap Blend	Vanguard Midcap Index	VIMSX

**403(b) Plan
Question and Answer Information**

Small-Cap Blend	Royce Pennsylvania Mutual Inv	PENNX
Small-Cap Blend	Vanguard Small Cap Index	NAESX
Large Value	Eaton Vance Large Cap Value A	EHSTX
Large Value	Vanguard Value Index	VIVAX
Mid-cap Value	Artisan Mid Cap Value	ARTQX
Mid-cap Value	Vanguard Mid Cap Value Index	VMVIX
Small-Cap Value	Allianz NF J Sm Cap Value A	PCVAX
Small-Cap Value	Vanguard Sm Cap Value Index	VISVX
Moderate Allocation	Vanguard Bal Index	VBINX
Foreign Large Growth	MFS International Growth A	MGRAX
Foreign Large Blend	American Funds EuroPac R5	RERFX
Foreign Large Blend	American Beacon Intl Eq Index	AIIX
Foreign Large Value	Harbor Intl Instl	HAINX
Intermediate Government	Vanguard Int-term US Treas	VFITX
Short Government	Vanguard ShtTm Fed	VSGBX
Intermediate-term Bond	PIMCO Total Ret D	PTTDX
Intermediate-term Bond	Vanguard Total Bond Index	VBMFX
Money Market	Goldman Sachs FS Prime Obligation FST	FPOXX

9) What are the investments in the Guided Portfolios in Bucket 2?

C = Conservative

M-A = Moderately-Aggressive

M-C = Moderately-Conservative

A = Aggressive

M = Moderate

C	M-C	M	M-A	A	Investment Category	Mutual Fund	Ticker
3%	7%	10%	13%	16%	Large Growth	MainStay Large Cap Growth A	MLAAX
1%	2%	3%	4%	5%	Mid-cap Growth	Neuberger Ber Mid Cap Growth Inv	NMANX
7%	13%	19%	26%	33%	Large Blend	Vanguard 500 Index	VFINX
2%	4%	6%	8%	10%	Small-Cap Blend	Royce Pennsylvania Mutual Inv	PENNX
3%	6%	10%	13%	16%	Large Value	Eaton Vance Large Cap Value A	EHSTX
1%	2%	3%	4%	5%	Mid-cap Value	Artisan Mid Cap Value	ARTQX
3%	6%	9%	12%	15%	Foreign Large Blend	American Funds EuroPac R5	RERFX
50%	40%	30%	20%	0%	Intermediate-term Bond	PIMCO Total Ret D	PTTDX
30%	20%	10%	0%	0%	Money Market	Goldman Sachs FS Prime Obligation FST	FPOXX

403(b) Plan Question and Answer Information

10) Why are there no Target Date or Lifecycle funds in either Bucket 1 or Bucket 2?

Target Date and Lifecycle funds are available in Bucket 4. The Schwab PCRA provides you access to target date/lifecycle funds from DWS Scudder, Eaton Vance, Fidelity Advisor, Goldman Sachs, John Hancock, JP Morgan, MFS, PaydenFunds, RiverSource, Schwab, TRowe Price, and Vanguard.

With The Standard, Bucket 2 is a combination of the 29 funds from Bucket 1 that make up allocations for "conservative", "moderately-conservative", "moderate", "moderately-aggressive" and "aggressive" risk tolerances. Some of the firms that submitted proposals were actually creating Bucket 2 from Target Date funds. With the Standard, we could have put Target Date funds in Bucket 1, but it would have taken up 10 or so of the 29 available slots. We felt it was more important to offer an active and passive option in each investment category. The Standard has an elaborate "Guided Portfolio" for Bucket 2 that determines your appropriate allocation for your risk tolerance. We felt that the Guided Portfolio was better than set Target Date funds. For example, if you are going to retire in 2020, that does not necessarily mean you want access to or plan to begin taking money out in 2020, yet your allocations would automatically be invested based on that assumption.

11) How does The Standard get paid for handling our 403(b) plan?

The Standard will assess a fee to each participant. At the inception of the plan, the fees will be \$40/year plus an annualized asset fee of 0.73%; you will see this on your quarterly statement. The annualized asset fee will be reduced as plan assets grow. The Standard has provided a tiered fee structure that combines all assets from all school district participants in the entire consortium. As assets grow and new tiers are reached, the fee will be reduced. Once all assets in the consortium reach \$250 million, the annualized asset fee will reach the lowest level of 0.26%. By combining many districts into this program we were able to attain a fee structure that would not be available to individual school districts.

The Standard is paid to handle the plan, provide compliance with the regulations, select the investments, keep plan records in accordance with the regulations, provide a secure web site, provide a call center, provide participant education, develop plan documents, and monitor investment performance.

12) During the evaluation and selection process, a lot of emphasis was placed on the costs and fees associated with various plan structures. Since there is a fee charged by The Standard, how does that result in lower costs to plan participants?

Our ultimate goal was to provide you with a retirement plan with all annual fees combined totaling less than 1% of your assets. In the RFP, the 40 individual districts were given the option to either accept or reject the recommendation of the consortium. We anticipated 80% participation; 16 of the 40 districts elected the plan. The actively managed moderate portfolio, including all of The Standard's fees, is starting at 1.22% total annual costs. However, we are able to offer you a passive portfolio that has 0.92% total annual costs. And, the total annual fees will reduce over time:

	<u>1/1/09</u>	<u>at \$250m consortium tier</u>
Moderate portfolio	1.22%	0.75%
100% index moderate portfolio	0.92%	0.45%

403(b) Plan Question and Answer Information

Total costs paid by plan participants are comprised of several different types of fees: flat dollar (\$), annual asset-based (%), and sales loads as a % of your investment. It is important to understand due to the changes in regulations, there is not an option for the current 403(b) plans to operate after January 1, 2009 in the same way they operate now. There would be some sort of administration fee to manage the plan after 1/1/09. However, the following chart provides a comparison between the current plans available (without the additional compliance requirements) and the new 403(b) plan (that is compliant with the new regulations).

	Retail Mutual Fund 403(b) *	Annuity 403(b) **	New 403(b) plan *** Actively Managed Funds	New 403(b) plan *** Passively Managed Funds
Administration Fee	-	-	\$40 + 0.73% (top tier will be 0.26%)	\$40 + 0.73% (top tier will be 0.26%)
Internal Fund Management Fees	1.30%	0.75%	0.67%	0.19%
Revenue Sharing Credited	-	-	(0.18%)	-
Sales Load (front-end)	0.84%	-	-	-
Sales Load (back-end)	0.72%	-	-	-
Insurance/M&E	-	1.35%	-	-
Annuity riders and options	-	0.65%	-	-
Average annual costs and fees	2.86%	2.95%	1.22%	0.92%

* Average retail fund expense, can be more or less; *source: Morningstar*

** Typical of annuity products, can be more or less; *source: CNNMoney.com*

***New 403(b) plan based on the moderate guided portfolio with \$60,000 portfolio assets

More details on the fees associated with the new 403(b) plan can be found at <http://www.wash.k12.mi.us/files/business/403bfeanalysis.pdf>

13) Will any of the funds have a front-end load, back-end load, sales charge, or surrender charge?

No. There is no front end-end load, back-end load, sales charge, or surrender charge. Also, if a fund offers multiple share classes, we will offer the least expensive share class available. For example, we are offering two American Funds in our core line-up and those funds are a share class R5. There is no sales load (generally 5.75% paid to the broker) and the internal fees are 0.22-0.26% lower (excess paid to the broker) than the A share class that you have been purchasing through your current broker.

403(b) Plan Question and Answer Information

14) What other entities are getting paid for the development of this plan or on an ongoing basis from this plan?

None. No other entities are getting paid from the plan. There are no broker fees being paid from the plan or plan assets. This 403(b) plan was created with 100 % fee transparency where all fees are identified and all fund revenue, if any, will reduce The Standard fees charged to the participants.

15) Will participants be able to transfer their money from one fund to another fund (daily if they want) and will there be any fees for the transfers?

Yes, participants will be able to transfer their money from one fund to another fund as often as they wish and without any restrictions by The Standard. If any fund restrictions or short term trading fees are applicable, the specific fund companies impose those restrictions or fees.

16) Can I continue to work with my current advisor/sales rep?

You can ask your advisor to help you with your asset allocation and savings strategy and pay them on a fee-for-service basis independent from the plan. They may advise you on any of your decisions regarding any of the four buckets. Current advisors/sales reps have been made aware of the new plan. Any arrangement you have to work with an outside advisor is between you and the advisor.

17) Can I continue to invest in the same investments that I am now?

The new plan is a 403(b) Trust arrangement. All mutual funds that are legal investments in 403(b) retirement plans are available to you, either through the core line-up in Bucket 1 or the Schwab PCRA in Bucket 4. You now have access to over 5,300 mutual funds.

Fixed or variable annuities are not available investments in a 403(b) Trust arrangement. If you currently invest in an annuity, you will not be able to invest in the identical investment product. Many of the annuities are actually sub-advised by other mutual fund advisors. If you invest in annuities, your investment prospectus or advisor can provide sub-advisor information.

18) Why did the consortium decide not to allow annuities in the new 403(b) plan?

In reviewing options for the plan along with research into those options (i.e. investment earnings, performance comparisons, fees, etc.) it was determined that mutual funds would provide participants with safe and solid performing investment choices at a lower cost so that retirement earnings could be maximized. In addition, it better met the requirements of the new IRS regulations and expectations with regards to overall plan sponsor responsibility.

Earnings potential depends, in part, on the fees associated with the investment. The higher the fees, the less remains for your retirement. Annuities have four types of fees:

- Insurance charges (also known as the mortality and expense fee, or the M&E fee), which you pay for various insurance, sales commissions, and marketing costs. The typical insurance charge in an annuity is 1.35%.
- Management fees on the subaccounts are the same as an investment manager's fee in a mutual fund. The typical management fee in an annuity is 0.95%.

403(b) Plan Question and Answer Information

- Options and riders promise future income or guarantee that your heirs will get back at least as much as you invested. The typical options and riders fee in an annuity is 0.65%.
- Surrender charges are assessed if the annuity is cashed in before a specific period of time. That period averages 8 years in a typical annuity. If your annuity is cashed in early, then you are assessed a charge that averages 7% and generally declines a percentage per year thereafter until it reaches 0%.

Source: CNNMoney.com

In addition, in the investment industry, there are some questions regarding the safety and earnings potential of annuities. For instance, annuities are contracts with insurance providers. Should an insurance provider end up filing bankruptcy, and if the investment was held by the insurance company as part of its own portfolio, then your investment would become a lien on the company and you (unfortunately) would be standing in line with all of the other creditors of the insurance company in order to get your money back. Every annuity provider is different; you need to check with yours (if you are currently in an annuity product) to see how your investment is held.

19) I have heard other providers say that they can offer the same structure and fees as will be offered with The Standard and that we could keep our current structure and access to our current vendors. Is this true?

As we evaluated the original proposals, The Standard stood out amongst the other providers based on the criteria we had identified.

Now that other vendors have seen what has been offered by The Standard, the chosen plan, they are modifying their proposals to be more competitive. For example, some vendors proposed using Class A mutual fund investment options, which include front-end sales load charges. They are now saying that they would offer Class A shares and waive the sales loads. Unfortunately, this undermines the integrity of the proposal process. It would be like vendors submitting bids for materials or a construction process, and then having them come back after the bid is awarded and revising their pricing. It would be like allowing a student to change his/her answers on a test once they knew their classmate put down a different response. This type of undermining of a bidding or proposal process just ends up making those who put forth their best efforts in the first place to not want to participate in the long run.

In addition, one criterion was that the selected vendor would need to accept fiduciary liability for the 403(b) plan. Most vendors would not and possibly could not, sign off as having a fiduciary responsibility to our plans, but The Standard can. The reason is because the funds most vendors are picking to offer to participants include the compensation (12b-1 fees, sub transfer agent fees) they plan to receive for their services; the compensation for the firm is built into the fees paid to the mutual fund. First, this automatically eliminates a whole set of funds, which might have better investment performance, because they do not contain a compensation component in the mutual fund cost. If there is no compensation component, the firm does not get paid, so they would not offer many, if any, of this type of fund. Additionally, this method of compensation would tend to skew the offerings to be those that rendered enough compensation to offset the firm's costs, again, thereby eliminating fund options that would not render as much. The

403(b) Plan Question and Answer Information

Standard, however, charges a separately stated fee; it is not built into the mutual fund cost. Any compensation/12b-1 fee built into any fund that is chosen by The Standard is returned to our participants. This methodology allows for the registered investment advisors at The Standard to choose funds that are best-suited for our participants and our plan without the potential bias that might enter their decision-making if their compensation was related to which funds are offered.

Most vendors insisted that their own products be in the fund line-up, which would result in additional revenues for the vendor, and then they could not meet the independent fiduciary requirement in our criteria.

Finally, some of the most persistent vendors actually have no experience providing recordkeeping or compliance for 403(b) retirement plans.

20) What is the minimum contribution that I can make into the new plan?

There is no minimum to participate in the 403(b) program offered through The Standard. However, keep in mind that the fees, particularly the \$40 annual fee per participant, will have a tendency to erode small investment balances. This is also true of most mutual funds or annuity investments in the current 403(b) plan.

21) Can I contribute a flat dollar (\$) amount per paycheck or a percentage (%) of my pay?

This plan and most retirement plans do deferrals based on a percentage of salary, capped at the annual IRS limits. This is better especially for employees whose paycheck fluctuates during periods of school break. However, school districts have traditionally done elective deferrals based on a flat dollar election. The Standard can do either. However, if you intend to do your elections through the website or if you participate in the Mainspring Managed account (Bucket 3), then you must make your election by percentage. Elections by flat dollar amount must be done by filing a paper form.

22) With regards to contribution limits, which catch-up provisions will be available to me through the new 403(b) plan?

The IRS contribution limit for employee elective deferrals is \$16,500 for 2009. In addition, you may elect to contribute up to \$5,500 as a 414(v) catch-up provision if you are over age 50. The IRS adjusts these limits each calendar year.

The 402(g) special 15-year catch-up for qualified organization will no longer be available. The 15-year special catch-up election can cause problems because of the "ordering" rule under the new regulations. The ordering rule requires that the special catch-up calculation be done even if a participant is eligible for age 50 catch-up and requires a complete salary and deferral history since the beginning of the participant's employment.

Using the 457 plan would be a better alternative for participants wanting to exceed the 403(b) salary deferral limits. Using the 403(b) and 457 plans in combination would enable a participant over age 50 to contribute up to \$44,000 in 2009 (\$16,500 in 403(b), \$5,500 in 403(b) age 50 catch-up, \$16,500 in 457, and \$5,500 in 457 age 50 catch-up).

403(b) Plan Question and Answer Information

23) What about our 457 plan?

During this evaluation process, we found that our 457 plan is already supposed to function like our new 403(b) plan. Knowing that, our 457 plan also needs to be modified. Effective January 1, 2009, the 457 plan will, in all practical terms, operate like the new 403(b) plan and will also be administered by The Standard.

24) Will the new 403(b) plan allow loans?

Yes. We will allow loans on any money held in the new 403(b) plan at The Standard. The Standard will be doing all the necessary compliance work. The participant who initiates a loan will pay a loan-processing fee of \$125. Repayment of the loan will be done through payroll deduction on an after-tax basis.

For compliance reasons, loans will no longer be allowed on any 403(b) assets held outside The Standard. If you would like access to your other 403(b) assets through loans, you should consider transferring your existing 403(b) assets into The Standard.

25) Will the new 403(b) plan allow hardship withdrawals?

Yes. We will allow hardship withdrawals on any money held in the new 403(b) plan at The Standard. The Standard will be doing all the necessary compliance work. The participant who initiates a hardship withdrawal will pay a processing fee of \$150, if the hardship is actually approved and a distribution takes place. There is no repayment of hardship withdrawals.

For compliance reasons, hardship withdrawals will no longer be allowed on any 403(b) assets held outside The Standard. If you would like access to your other 403(b) assets through hardship withdrawals, you should consider transferring your existing 403(b) assets into The Standard.

26) Will the new 403(b) offer a Roth option?

No. There are other avenues that offer Roth investments, such as Roth IRA's. The elective deferral limits are totaled by all 403(b) contributions, so there is little advantage to the average investor. Generally only highly compensated individuals take advantage of Roth 403(b) options and that could be problematic should testing become required for 403(b) non-ERISA Plans.

27) How do I enroll in the new 403(b) plan?

In early December, every employee, regardless of whether or not you currently invest in the 403(b) plan, will receive a letter in the mail at your residence address of district record. The letter will provide you a login and PIN number for the new 403(b) plan. You may go online and enroll at any time.

On **December 15 at 6:00 pm in the Dexter High School CPA**, The Standard will be hosting an educational and enrollment meeting. The Standard will also provide a printed enrollment booklet for each participant.

Bring your PIN letter, a laptop computer (if you have one), and your spouse if you want, to the meeting. The computer lab will be available for those without a computer. The Standard will present the new plan, answer questions, and help you enroll. The PowerPoint presentation will be

403(b) Plan Question and Answer Information

available on our website after the meeting. If you cannot attend the meeting held in our District, other local districts will also be hosting meetings on other days in mid-December. You may enroll in the new plan any time after receiving your PIN letter. If you prefer, you may submit a paper enrollment form, which will be available at the meeting or by contacting the payroll office after the meeting.

28) What if I don't enroll in the new 403(b) plan with The Standard?

If you do not enroll either on line or by paper form to establish a new account with The Standard, your 403(b) contributions will stop. Your previous 403(b) election becomes null and void because your current vendor is no longer an approved vendor in the new 403(b) plan. All contributions made after January 1, 2009 must go to The Standard.

29) What happens to all the money I currently have in my existing 403(b) plan?

You can leave it where it is or you can transfer/exchange it into the new 403(b) plan. If you are considering transferring it into the new 403(b) plan, we have developed information that may help you with that process <http://www.wash.k12.mi.us/files/business/403btransferchecklist.pdf> Consider your choice carefully.

The advantages of transferring your assets into the new 403(b) are potentially lower overall fees and a single statement for all of your 403(b) retirement assets.

30) Can I transfer my assets into the new 403(b) plan without selling my shares?

If you have assets in mutual funds that are either listed in the core line-up in Bucket 1 or the Schwab PCRA in Bucket 4, you may be able to transfer your shares of mutual funds using an "in-kind transfer" if allowed by your current provider.

31) Can I put money into The Standard then do an in-service distribution and transfer it to another 403(b) vendor or roll it into an IRA?

No. You can only access your 403(b) investments at The Standard through a loan, hardship withdrawal, or termination from service. There is no other way to access to your assets while you are actively employed with out IRS penalties. The Standard is the only approved 403(b) vendor after January 1, 2009.

32) What happens to my money/assets when I retire or otherwise terminate employment?

When you terminate employment you can: 1) leave your assets in the plan if your assets are over \$5,000; 2) take a lump sum distribution (subject to 10% IRS penalty unless you are over 55 years old); 3) take a substantially equal periodic payment (SEPP); or 4) roll over your assets into a rollover IRA account with a vendor of your choice. The participant who initiates a distribution or periodic distribution will pay a one-time processing fee of \$50.

33) Are my investments safe with The Standard? What will happen if the company declares bankruptcy?

All assets contributed through The Standard are held in the mutual funds purchased; The Standard holds no cash or investments. Each individual's investment in the mutual funds is done

**403(b) Plan
Question and Answer Information**

on an individual basis within the 403(b) plan. The Standard is the company that facilitates mutual fund transactions and performs recordkeeping for each account.

34) When will my contributions stop to my current vendor?

Recent communications from current 403(b) vendors are indicating that they will be returning any contributions RECEIVED after December 31, 2008 (and earlier dates in some cases). Because our last payroll for 2008 is December 30, we cannot risk contributions being returned to the District (and all the corresponding W-2's being incorrect). Therefore, December 15 will be the last day that contributions for 2008 will be deducted. Knowing that, if you want to adjust your December 15 contribution, please complete the appropriate change of election form <http://www.dexter.k12.mi.us/payfolder/forms/403b-Change-Form.pdf> and return it to the payroll office no later than December 5.

35) Who do I contact if I have other questions?

For questions on the Dexter Community Schools 403(b) Plan, contact Sharon Raschke at raschke@dexter.k12.mi.us or (734)424-4100 x1015.

Once you have established a new 403(b) account with The Standard, the Info-line telephone number is (800)858-5420.