San Leandro Unified School District 457 Plan

Plan Highlights

Introduction: San Leandro Unified School District is pleased to offer the 457 Plan to help eligible employees save for retirement. The plan allows you to save on a tax deferred basis. Plan oversight and administration is provided by MidAmerica.

This Plan Highlights outlines the key provisions of the plan as well as who to contact to sign up, for plan or investment related questions, or other information. We encourage you to seriously consider taking advantage of this valuable benefit to help enhance your financial future.

Eligibility:

- **Employee Contributions:** All Employees are eligible to contribute to the 457 plan.

Entry Date: Employees are able to enroll in the Plan immediately upon commencing employment with San Leandro Unified School District.

Contribution Types:

- **Employee Contributions:** Generally, you can contribute up to 100% of your income up to $16,500 (in 2011). You may be eligible to contribute an additional $5,500 if you are age 50 or older.

Vesting:

- **Employee Contributions:** You are always 100% vested in your own contributions, plus earnings.

Withdrawal Options: (Subject to each vendor's policies. Check with your vendor for availability.)

- **In-Service Withdrawal**: If you have not made a salary deferral to the 457(b) plan in the last two years and your account balance is less than $5000.00 or if you are age 70 1/2.
- **Separation of Service:** Possible 10% penalty if under the age of 59½. Various payment options are available.
- **Loans:** Tax-free loans enable you to access your account without permanently reducing your account. You may have only one outstanding loan, with no minimum loan amount. The loan amount is limited to 50% of your elective deferral vested account balance. Loans must be repaid within 5 years, or 15 years for a principal residence. Loans not repaid in accordance with the repayment schedule will result in taxation of the outstanding loan amount and a possible 10% penalty.
- **Unforeseeable Emergency:** You may take an Unforeseeable Emergency Distribution. Unforeseeable Emergency Distributions are limited to the amount you have contributed to the plan and are only permitted for limited financial circumstances that must be substantiated.

Fees: MidAmerica charges an annual administration fee of $20. Some of the approved investment providers have agreed to pay the fee for Participants. If you have selected an investment provider that has not agreed to pay the fee, the fee will be deducted from your contribution pro-rata prior to being remitted to your provider.

Investments: A list of approved vendors is provided at www.spokeskids.com/SanLeandroUSD.

Please Contact:

- **Vendor:** For forms such as distribution, loans, or hardships, account balances and to transfer funds.
- **MidAmerica Administrative & Retirement Solutions, Inc.:** For any plan related questions, to start or stop a contribution, or change your deduction please call 866-873-4240 or visit www.spokeskids.com/SanLeandroUSD.

Please mail all forms to: MidAmerica Administrative & Retirement Solutions, Inc.
Attn: 457 TPA
211 E. Main Street, Suite 100
Lakeland, FL 33801

Please refer to the Plan Document for more information on the Plan.
In the event of a discrepancy, the Plan Document will prevail.

MidAmerica
Administrative & Retirement Solutions, Inc.
211 East Main Street, Suite 100, Lakeland, FL 33801
Toll-Free: 866.873.4240 ♦ Fax 863.688.4466 ♦ www.midamerica.biz