



Brownsville Independent School District

708 Palm Blvd., Suite 103 * Brownsville, Texas 78521 * (956) 548-8061 * Fax (956) 548-8243

Dr. Carl A. Montoya
Superintendent of Schools

Universal Availability

Notice to Eligible Employees of Opportunity to Make Elective Deferrals to the Brownsville Independent School District 403(b) Plan

Dear Employees,

This is to notify you that if you are an employee of Brownsville Independent School District you are eligible to make an elective deferral from your salary to the Brownsville Independent School District 403(b) Plan (the "Plan"). If the Plan permits after-tax Roth contributions, such elective deferrals may be designated as Roth contributions.

A Section 403(b) Plan is a form of retirement plan that is similar to a 401(k) plan but is specific to employees of either public educational or charitable organizations. Subject to various limitations and restrictions, Section 403(b) of the Internal Revenue Code allows contributions to be made for such employees through voluntary salary reductions. Additionally, Section 403(b) requires that the contributions be invested in either an annuity contract or mutual fund with an approved investment provider of the plan.

To make an elective contribution to the Plan, you must complete a Salary Reduction Agreement and return it to the administrator as noted on the Agreement. You may make, change or stop such an election to contribute as often as you wish, and it will be effective at when indicated on the Salary Reduction Agreement or the next applicable payroll date after it is approved by the Plan administrator.

Such elective contributions are subject to applicable Internal Revenue Code limits and the terms of the Plan. They may also be suspended for 6 months following a distribution to you from the Plan on account of hardship. For a copy of the Salary Reduction Agreement or a summary of the Plan, or if you have any other questions, please contact MidAmerica Administrative & Retirement Solutions, Inc. at (866) 873-4240.

This Notice is to provide general information regarding availability of the Plan. You should consult with your own financial, tax, or legal advisor as to whether you should contribute to the Plan. Should there be any difference between the information in this Notice and the Plan, the terms of the Plan will control. The information in this Notice is not intended or written to be used, and cannot be used, for the purpose of avoiding penalties under the Internal Revenue Code or promoting, marketing or recommending to any transaction or matter addressed herein.

BISD does not discriminate on basis of race, color, national origin, gender, religion, age or disability in employment or provision of services, programs or activities.