

The Premier Plan

Plan Highlights

for

Boling Independent School District

Plan Year: The Plan Year is from September 1st to August 31st.

Eligibility: Participation in this Plan is mandatory for all Employees of the class or classes as listed:

- Part-time
- Temporary
- Seasonal

Contributions: The Participant contributes 6.2% of compensation pre-tax. Your employer contributes 1.3% of compensation.

Investments: Funds are invested in a guaranteed fixed annuity with American United Life Insurance Company, a *OneAmerica Financial Partner*. The interest rate may change on a quarterly basis, but is guaranteed never to fall below the standard NAIC rate. The guarantee is based on the claims paying ability of AUL.

Distributions: Participants may request a distribution upon meeting one of the following requirements:

- Termination of employment for one full year
- No contributions to the plan for 24 months
- Attainment of age 70 ½
- Death – Upon death, a distribution may be issued to the beneficiary or beneficiaries on file. If no beneficiary is designated on the account, the distribution will be made payable to your estate.

Distributions are issued in the second half of each month. Authorization must be obtained by your employer prior to paying a distribution. It may take up to 90 days to process a request and issue a distribution.

Taxes: Federal taxes of 20% are withheld from lump-sum distributions over \$200. There is no penalty for withdrawal regardless of age. Taxes are not withheld from rollover distributions.

Administrative Fees: Inactive participants will be charged an administrative fee of \$1.00 per month. Inactive participants are those who are no longer contributing to the plan and are eligible to request a distribution of their account balance.

Hardships: Please contact First Financial Administrators at 1-800-523-8422.

Reports: Statements, detailing account activity, are mailed annually. At any time, you may contact MidAmerica's Customer Service Support staff toll-free at 1-800-430-7999 or access your account information via the Internet at www.midamerica.biz.

Plan Types: 457(b) Deferred Compensation Plan



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