Today... and ... Fort Smith Public Schools in the Future

Fort Smith Public Schools
403(b) Employee Notice of Eligibility

Fort Smith Public Schools offers all employees the opportunity to participate in a 403(b) retirement plan. A 403(b) plan is a tax-deferred retirement program made available to school system employees pursuant to Section 403(b) of the Internal Revenue Code of 1986, as amended (the "Code").

If you are not currently contributing to the plan you may enroll by contacting a representative from the following list of approved providers and completing a Salary Reduction Agreement. If you are currently contributing to the plan and would like to increase or decrease your pre-tax contributions you will need to complete a new Salary Reduction Agreement with your provider.

New contributions can be started and changes to existing contributions can be made four times during the year. The four effective dates are: August 31, October 31, January 31, and April 30. A completed Salary Reduction Agreement signed by your provider must be turned into the Payroll Department not less than 15 days prior to the effective date.

You may cancel your 403(b) contribution anytime by completing a new Salary Reduction Agreement with the Payroll Department.

The Code has limits on the total contributions you can make each calendar year. For the calendar year 2009 the general limit is $16,500.00. You may qualify for additional catch-up elections if certain criteria are met. Specifically, if you have at least 15 years of service with Fort Smith Public Schools and/or you are at least 50 years old by year's end. If you wish to take advantage of a catch-up election, which will enable you to contribute more than the annual basic limit, you will need to have your provider complete a Maximum Contribution Sheet to determine if you qualify for a catch-up contribution.

Provider	Representative	Phone Number
American Fidelity	Ellen Kirbo	1-800-688-4421/1-479-209-0909
ING Financial Advisors ING Financial Partners	J. Phillip Guffey Nancy McMillan	1-800-331-7435/1-479-925-9500 1-479-785-5151
Security Benefit Group/Kemper	Dennis Sossamon	1-800-503-3962, code #12
Horace Mann	Howard Woodall	1-479-452-2222 Fax 1-877-837-3049
Metropolitan Life Insurance Company	Phillip White	1-479-314-6191
Valic	Susan Crosby	1-501-517-4046 Cellular 1-800-892-5558 Ext. 87932

Disclosure to employees: The Fort Smith Public Schools has no liability for the employees' selection of product providers. The Fort Smith Public Schools does not warrant any special tax consequences to the employee. The Fort Smith Public Schools does not give tax, legal or investment advice. The school system recommends that employees seek the advice from professionals who specialize in these areas.