

## Regulatory 403(b) Plan Provision Changes

	Current	Starting January 1, 2009
Employees Excluded From Making Salary Deferrals	<ul style="list-style-type: none"> <li>➤ Collectively Bargained Employees;</li> <li>➤ Student Employees;</li> <li>➤ Leased<sup>1</sup> Employees; and</li> <li>➤ Employees Normally Working Less Than 20 Hours Per Week</li> </ul>	<ul style="list-style-type: none"> <li>➤ Student Employees; and</li> <li>➤ Employees Normally Working Less Than 20 Hours Per Week</li> </ul>
Salary Deferral Limits	Up to <u>50%</u> of the Elective Dollar Limit and the Code 415 Limitations	Up to the Elective Dollar Limit and Code 415 Limitations
Minimum Deferral Rate	Not Less Than 1% of Compensation	None

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<sup>1</sup> A Leased Employee is any person other than an employee of the employer who pursuant to an agreement between the recipient Employer and a “leasing organization” performs services for the recipient Employer on a substantially full-time basis for a period of at least one year, and such services are performed under the primary direction or control of the recipient Employer. A Leased Employee shall not be considered an Employee of the recipient Employer if such Employee is covered by a money purchase pension plan or Leased Employee’s do not constitute more than twenty percent (20%) of the recipient Employer’s non-highly compensated workforce.