



Welcome! We're PlanConnect - Your Employer's 403(b) and 457(b) Plan Administrator

Recently your plan sponsor, Passaic Board of Education, selected PlanConnect® as the third-party administrator for its 403(b) and 457(b) Plans. We are excited to be working with Passaic Board of Education and are committed to providing you with information, tools, and resources you can use to help get the most out of the plan.

Your Employer's 403(b) and 457(b) Plans are a Valuable Benefit

Whether you are just starting out or have been working many years, the 403(b) and 457(b) Plans can be an excellent way to help you build up your retirement savings. It offers the convenience of automatic payroll deductions and gives you the ability to save with pre-tax dollars—that means your contributions and any investment earnings can be tax-deferred until withdrawn. Here's some important information about the plan.

Who Is Eligible

You are generally eligible to participate in your employer's 403(b) Plan if you are a full-time or part-time employee.

However, IRS rules permit 403(b) Plans to exclude employees if any of the following apply. To learn about your employer's 403(b) eligibility requirements, visit www.planconnect.com to log in to the plan website and select "References > Plan Information > Your Plan Features" on the main menu or contact PlanConnect using the contact information provided in the last section of this notice.

- Employee will contribute \$200 annually or less.
- Employee is a non-resident alien who receives no compensation which constitutes U.S. source income.
- Employee normally work less than 20 hours per week and are either not expected to work 1,000 hours or more during the first year of employment, or has worked less than 1,000 hours in the prior calendar year.
- Employee is eligible to participate in another 403(b), 401(k), or governmental 457(b) plan of the employer.
- Employee is a student performing services for a school, college, or university described in Section 3121(b)10 of the Internal Revenue Code.
- Employee is leased or an independent contractor.

To learn more about the 457(b) eligibility requirements please go to www.planconnect.com to log in to the plan website and select "References > Plan Information > Your Plan Features" on the main menu.

How to Enroll

Current plan participants

You do not need to re-enroll in the plan or take any other action.

New plan participants

You can enroll at any time. It's easy:

- First complete an annuity contract or custodial account application to set up your plan account. Application forms are available from the representative of the investment provider you select. For a list of available investment providers log on to www.planconnect.com and select "Investments > Investment Provider".
- Then, complete a salary reduction agreement form by either going on-line or by contacting PlanConnect at the phone number indicated in the last section of this notice.
- Your participation will begin at the start of the payroll period following the date PlanConnect® and your Payroll Department process your completed salary reduction agreement.

Contributions to the Plan

What type of contributions can I make to the plan?

Your employer's plan accepts pre-tax salary deferral contributions and may permit other types of contributions. To learn more, please log into the plan website and select "References > Plan Information > Your Plan Features" or contact PlanConnect.

Change or stop your contributions at any time

Just log in to www.planconnect.com and select "Log Into Your Account". Or, you can contact PlanConnect at the phone number indicated in the last section of this notice. The change will take effect at the start of the payroll period following the date your Payroll Department processes your request.

The first time you log on to www.planconnect.com

Your user ID is your Social Security Number (without any spaces or dashes) and your password is your date of birth (mmddyyyy). You can change your user ID and password any time after your initial login.

Each year the IRS sets a limit on how much you can contribute

The elective deferral limit for 2020 is \$19,500. You may also make “catch-up” contributions if you will be age 50 or older by December 31st of this year. And, under certain conditions, additional catch-up contributions may be permitted. For more information, log in to www.planconnect.com and select “References > Plan Information > Your Plan Features”.

Not sure how much you can contribute? Use our contribution calculator. It's on www.planconnect.com under “Learning Center > Tools & Calculators” (no login needed).

Each year the IRS sets a limit on how much you and your employer combined can contribute

The maximum annual limit for 2020 generally is \$57,000 for 403(b) Plans and \$19,500 for 457(b) Plans. However, certain participants (such as those who are at least age 50) may have a higher limitation, if provided for under the Plan.

All of your contributions and your employer's contributions to the plan must be aggregated. In certain circumstances under a 403(b) Plan, they must also be aggregated with other “qualified retirement plans” to determine whether they are within the maximum annual contribution limits under the law. Therefore, if you meet all of the conditions below, the Internal Revenue Service requires that you contact the Plan Administrator (employer) or Third Party Administrator (TPA), PlanConnect, to determine whether or not you have or will exceed your maximum annual contribution limit. *Failure to provide the Plan Administrator or TPA with certain necessary and correct information may result in adverse tax consequences, including your inability to exclude the amounts contributed to this Plan from your taxable income.*

You must notify the Plan Administrator or TPA, PlanConnect, if you meet **all** the following conditions: You make contributions to this Plan, you are “in control” of another company, and the other company maintains a “qualified retirement plan” and makes contributions to your account.

What does it mean to be “in control” of another company?

For you to be considered “in control” of another business, you generally must have a significant ownership interest in the other business. Determining whether you are “in control” of another business is complicated. Your tax advisor can assist you in making this determination.

Example: You are a doctor or professor that participates in this Plan and you also own more than 50% of a private practice or consulting business. You are considered to be “in control” of the outside business.

What types of retirement plans fall within the meaning of a “qualified retirement plan”?

For this purpose, a “qualified retirement plan” includes certain defined contribution plans that receive special tax benefits under the Internal Revenue Code. These include defined contribution plans that qualify under Code §401(a) (such as a profit sharing, 401(k) or money purchase plan), another 403(b) plan, or a simplified employee pension (SEP) plan.

What amounts are counted for purposes of determining whether you exceed the maximum annual contribution limit?

The following amounts are counted towards the maximum annual contribution limit:

- Employer contributions (including matching contributions and SEP contributions)
- Salary deferrals
- After-tax contributions
- Certain other amounts allocated to your account (this does not include earnings or rollover amounts)

We Are Ready to Assist You

To enroll, initiate a contribution rate change, and/or learn more about the plan and retirement issues, go to www.planconnect.com, send us an e-mail at support@planconnect.com, or call us at **(800) 923-6669** (9 a.m.–5 p.m. ET, Monday through Friday).

We look forward to connecting with you and helping you reach your retirement savings goals.

Sincerely,



Renea Dumas
President

PlanConnect, LLC is a wholly owned subsidiary of AXA Distribution Holding Corporation, an indirect subsidiary of AXA Financial, Inc. PlanConnect®, Connect2Remit®, Connect2Comply®, Connect2Maintain® and Connect2Achieve® are registered service marks of AXA Distribution Holding Corporation. PlanConnect® may not be available in all states. AXA Financial, Inc. and its family of companies do not provide tax advice. Please consult with your tax advisor regarding your particular circumstances. Each company is affiliated. AXA Distribution Holding Corporation and AXA Financial, Inc. are located at 1290 Avenue of the Americas, New York, NY 10104, (212) 554-1234. PlanConnect, LLC is located at 100 Madison Street, Syracuse, NY 13202. 800.923.6669.

www.planconnect.com is the place where you can:

- Learn about your employer's Plan.
- Enroll in the Plan.
- Check your account balance in the Plan.
- Make changes to your contribution rate and/or initiate other plan transactions.
- Get a list of the Plan's investment providers.
- Access online tools and resources, which are designed to help you get and stay on track to reach your retirement savings goal.

GENERAL SERVICE	Toll-free, Monday through Friday, 9AM-5PM ET (800) 923-6669
BY FAX	(800) 657-2826
BY EMAIL	support@planconnect.com
ON THE INTERNET	Homepage and Account Login: www.planconnect.com
REGULAR MAIL	PlanConnect P.O. Box 4940 Syracuse, NY 13221
EXPRESS MAIL	PlanConnect 100 Madison Street Syracuse, NY 13202

Passaic Board of Education

403(b) Summary of Plan Features and Providers

REFERENCE SUMMARY OF 403(b) PLAN OPTIONAL FEATURES:

1. Who is eligible to participate?

- ✓ All employees

2. What contribution types are permitted under the plan?

- ✓ Employee Pre-tax Deferrals
- ✓ Roth Deferrals
- ✓ Rollovers
- ✓ Plan to Plan Transfers

3. Which employee pre-tax deferral contributions are permitted?

- ✓ Up to the maximum amount permitted annually by law
- ✓ Up to the maximum amount permitted by law for age 50 catch-up

4. Which methods of payout are permitted under the plan*?

- ✓ Single Sum
- ✓ Periodic Payments
- ✓ Annuity Payments

* Not to exceed single or joint life expectancy

5. Which loan features are permitted under the plan?

- ✓ Participant loan will not become due and payable in full upon the participant's termination of employment
- ✓ A former employee or beneficiary who has a vested account balance may request a loan from the plan
- ✓ Participants may take loans equal to the greater of \$10,000 or 50% of the participant's vested account balance

Transactions Permitted	Loans	Hardship Withdrawals	Plan to Plan Transfers In	Plan to Plan Transfers Out	Contract Exchanges In	Contract Exchanges Out	Rollovers In	Rollovers Out
Equitable	✓	✓	✓	✓	✓	✓	✓	✓
Aspire	✓	✓	✓	✓	✓	✓	✓	✓
Lincoln National	✓	✓	✓	✓	✓	✓	✓	✓
MetLife	✓	✓	✓	✓	✓	✓	✓	✓
Prudential	✓	✓	✓	✓	✓	✓	✓	✓
Security Benefit	✓	✓	✓	✓	✓	✓	✓	✓
AIG Retirement Services	✓	✓	✓	✓	✓	✓	✓	✓
Vanguard	✓	✓	✓	✓	✓	✓	✓	✓

All transactions must be approved by PlanConnect. While the Plan permits these transactions, some investment providers may not. Please check with the investment provider to verify.

Passaic Board of Education 403(b) Plan Financial Advisors

Investment Providers	Financial Advisor	Phone/Email
Equitable (formerly AXA Equitable)	David Feeney	(732) 476-2882 David.Feeney@equitable.com
Aspire Financial Services	Customer Service	(866) 634-5873
Lincoln National Life Insurance	Customer Service	(800) 454-6265
Brighthouse Financial (MetLife)	David Sharpe	(973) 575-3254 dsharpe@financialguide.com
Prudential	Customer Service	(800) 932-0342
Security Benefit	Matt Monahan	(201) 602-0410 Matt@myturningpointe.com
AIG Retirement Services	James (Jake) Rie	(551) 250-3632 James.Rie@aig.com
	John Italiano	(201) 296-1598 John.Italiano@aig.com
Vanguard	Customer Service	(800) 962-5068



403(b) SALARY REDUCTION AND INVESTMENT ELECTION AGREEMENT

Employer/Plan Name: Passaic Board of Education PlanConnect Plan ID

First Name MI Last Name

Date of Birth Social Security Number

Home Phone Number Work Phone Number

E-Mail Address

If you have or will be making elective contributions to another employer's plan this year, please indicate the amount: \$ _____
Read the Participant Obligation section before completing

BEGIN / RESUME / CHANGE	<p>I authorize my employer to reduce my salary to allow for contributions to be made to a 403(b) account on my behalf and to remit the designated amounts each pay period to the investment provider(s) indicated below. I have confirmed the investment provider(s) are approved by my employer's plan. I have read and will abide by the Participant Obligations section. I understand that this Salary Reduction Agreement is legally binding and irrevocable with respect to salary that becomes payable to me while this agreement is in effect. I understand that I may stop, start, or change my future contribution amount at any time during the year by submitting a new Salary Reduction Agreement.</p> <p>IMPORTANT: You must have an existing account with each investment provider listed, or file an account application with the investment provider, BEFORE your first contribution is taken. Please allow two to four weeks for your investment provider to properly credit contributions to new accounts.</p> <p style="background-color: #e0e0e0;">Participant Contributions. If more than 2 Investment Providers, attach separate sheet.</p> <p style="color: red;">This Salary Reduction Agreement REPLACES AND CANCELS ALL PREVIOUS AGREEMENTS ON FILE, UNLESS THE ONE-TIME ELECTION IS SELECTED. ONLY the contribution to the investment provider(s) shown below will continue after the effective date of this agreement, UNLESS THE ONE-TIME ELECTION IS SELECTED. Complete all sections and forward to PlanConnect using the instructions under the contact section of this form. Prior elections on file will resume for ONE-TIME ELECTIONS ONLY. Current provider and source will be utilized on forms where "CHANGE" is selected and investment provider and source are omitted.</p>				
	<p>Effective Date of Agreement: <input type="checkbox"/> Next Permissible Date <input type="checkbox"/> Other: _____ <input type="checkbox"/> One-Time Election Payout Date: _____</p> <p>If the effective date specified does not align with a permissible plan entry date or pay cycle, the election will be effective as soon as administratively possible thereafter.</p>				
	Remit Contributions To:		I have an Account with this provider.	Amount	Contribution Source Check one:
	Amounts are on a per pay basis.				
	Begin/Continue Change Stop One Time	Investment Provider/Account Number	Yes No	\$	Pre-Tax Roth
Begin/Continue Change Stop One Time	Investment Provider/Account Number	Yes No	\$	Pre-Tax Roth	
EMPLOYER CONTRIBUTIONS (if applicable), will be allocated proportionately in accordance with the investment provider elections you have specified above, unless specified differently by the employer.					
CONTACT	EXPRESS MAIL: PlanConnect 100 Madison Street Syracuse, NY 13202		REGULAR MAIL: PlanConnect PO Box 4940 Syracuse, NY 13221		
	FAX: (800) 657-2826		PHONE: (800) 923-6669 Monday-Friday, 9AM to 5PM ET www.planconnect.com		
SIGN	Incomplete forms will result in a processing delay or may not be accepted.				
	Employee Signature: _____			Date: _____	
	Advisor Signature: _____			Date: _____	
KEEP A COPY FOR YOUR RECORDS (Check your earnings statement to verify this Salary Reduction Agreement was processed accurately.)					

The following applies to all participants in the Tax-Sheltered Annuity (TSA) and / or Custodial Account (CA) Program:

- 1. Federal Contribution Limits:** Contributions are subject to annual limits determined under Internal Revenue Code (IRC) sec. 402(g) and 415(c). To learn more about this year's Federal Contribution Limits, go to <http://www.planconnect.com/limits>. These limits may be indexed annually based on the Consumer Price Index. The IRS publishes the limits in the last quarter of the year for the following year. If you have 15 years of employment with your current employer, you may be eligible to contribute an additional \$3,000: contact PlanConnect to determine if you are eligible. Your contribution limit is **reduced** dollar for dollar by any voluntary contribution you make to another 403(b), 401(k), Federal Thrift Savings, salary reduction SEP, or SIMPLE plan. Contributions to a 457 (Deferred Compensation) plan or to a traditional or Roth IRA do **NOT** affect your contribution limit. To learn more about the different types of contributions go to <https://www.irs.gov/Retirement-Plans/Plan-Participant-Employee/Retirement-Topics-Contributions>.
- 2. Investment Responsibility:** You are responsible for your investment decisions. This responsibility includes informing yourself of the nature and risk of the investments, monitoring your investments, and determining when a change in investments is appropriate. Your employer and PlanConnect are in no way liable for gains or losses you may incur in your account(s).
- 3. Authorized Investment Providers:** As long as your current employer employs you, you may make contributions only to investment providers and products authorized under this 403(b) program. You may change your future contributions to a different authorized investment provider, or exchange all or a portion of your account balance to any other approved investment provider, if permitted by your plan and subject to approval and any contractual surrender charges or redemption fees.
- 4. Withdrawals and Loans:** Generally, you cannot withdraw or roll over your account balances before you attain age 59 ½, terminate employment, die, or become disabled. Your account balances may be assigned to your alternate payee as ordered by a court under a Qualified Domestic Relations Order (QDRO). Loans and hardship withdrawals, as limited by IRS regulations, are subject to approval if permitted by your 403(b) Plan provisions. Other withdrawals, if permitted under the plan, may also be subject to approval. Tax penalties may apply to distributions before age 59 ½. You are entirely responsible for all loans and withdrawals and any resulting tax liabilities.
- 5. Salary Reduction Agreement (SRA) Termination:** To stop your contributions, you must file a new copy of the SRA with your employer and PlanConnect. If you terminate employment, your SRA terminates automatically after your last check is paid. If you later return to work, you must file a new SRA to resume contributing. **Your employer reserves the right to suspend or terminate a participant's SRA** if it believes that the participant has **over contributed, terminated the account with the elected investment provider**, or is in violation of any applicable federal requirement or any term of this agreement.
- 6. Required Distributions:** After you retire, you must take minimum distributions from your account(s), generally beginning no later than age 70 ½. You do not need to take Required Minimum Distributions from your account(s) as long as you are still working for your current employer, even though you may be over age 70 ½.
- 7. Effective Date:** The effective date of this agreement is dependent upon your employer's full execution of this request. Generally, this occurs within 2 pay cycles following the employer's receipt of this form, unless a later date is designated on this form.
- 8. Corrections:** It is your responsibility to verify that this agreement has been accurately processed by comparing it to your earnings statement. Contact your Payroll Administration Department immediately if you find any discrepancy. In volatile markets, the value of your contribution may decline over time.
- 9. Fees:** PlanConnect provides services to the Plan for a fee. The Plan Sponsor may elect to collect the fees from the Investment Providers or Plan Participants. If the Plan Sponsor elects to have the fees paid by the Plan Participants, or the Plan Sponsor elects to have the fees paid by the Investment Provider but the Investment Provider fails to pay the fee, it will be deducted from your contribution before the funds are forwarded to your Investment Provider.
- 10. Employer Contributions:** You understand that you do not have the option to take employer contributions as cash or in any other form of payment and that you can only select investment providers for such contributions.

Passaic Board of Education 457(b) Summary of Plan Features and Providers

REFERENCE SUMMARY OF 457(b) PLAN OPTIONAL FEATURES:

- 1. Who is eligible to participate?**
 - ✓ All employees except Independent Contractors

- 2. What contribution types are permitted under the plan?**
 - ✓ Employee Pre-tax Deferrals
 - ✓ Roth Deferrals
 - ✓ Rollovers
 - ✓ Transfers from other Governmental 457(b) Plans

- 3. Which employee pre-tax deferral contributions are permitted?**
 - ✓ Up to the maximum amount permitted annually by law
 - ✓ Up to the maximum amount permitted by law for age 50 catch-up

- 4. Which methods of payout are permitted under the plan*?**
 - ✓ Single Sum
 - ✓ Periodic Payments
 - ✓ Annuity Payments

*Not to exceed single or joint life expectancy

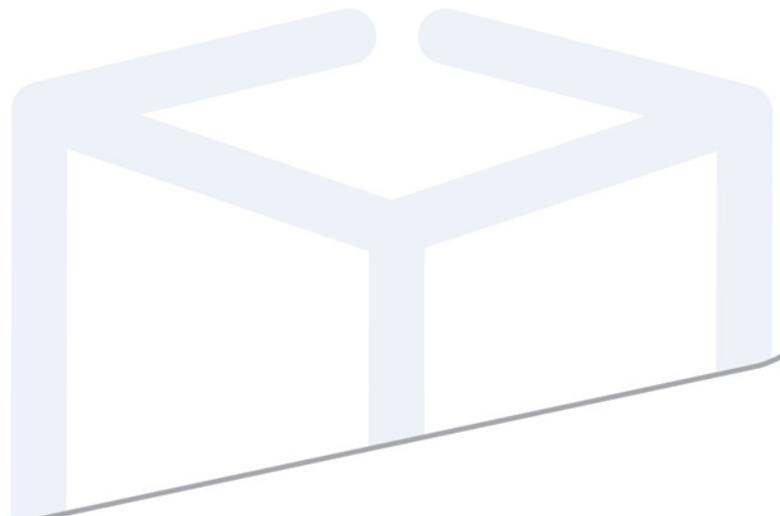
- 5. Which loan features are permitted under the plan?**
 - ✓ Participant loan will not become due and payable in full upon the participant's termination of employment
 - ✓ A former employee or beneficiary who has a vested account balance may request a loan from the plan
 - ✓ Participants may take loans equal to the greater of \$10,000 or 50% of the participant's vested account balance

Transactions Permitted	Loans	Unforeseeable Emergency Withdrawals	Plan to Plan Transfers In	Plan to Plan Transfers Out	Rollovers
Equitable	✓	✓	✓	✓	✓
MetLife	✓	✓	✓	✓	✓
AIG Retirement Services	✓	✓	✓	✓	✓

All transactions must be approved by PlanConnect. While the Plan permits these transactions, some investment providers may not. Please check with the investment provider to verify.

Passaic Board of Education 457(b) Plan Financial Advisors

Investment Providers	Financial Advisor	Phone/Email
Equitable	David Feeney	(732) 476-2882 David.Feeney@axa-advisors.com
Brighthouse Financial (MetLife)	David Sharpe	(973) 575-3254 dsharpe2@metlife.com
AIG Retirement Services	John Italiano	(201) 296-1598 John.Italiano@aig.com



The following applies to all participants in the 457(b) Deferred Compensation Program:

1. Federal Contribution Limits: 457(b) deferred compensation contributions are subject to annual limits determined by the Internal Revenue Service (IRS). To learn more about this year's Federal Contribution Limits, go to <http://www.planconnect.com/limits>. The limits may be indexed annually based on the Consumer Price Index. The IRS publishes the limits in the last quarter of the year for the following year.

If you are within 3 years of retirement age as defined by your plan, you may be eligible to contribute an additional amount. Contact PlanConnect to determine if you are eligible. Contributions to a 403(b) plan, traditional or Roth IRA accounts do not affect your 457(b) limits. To learn more about the different types of contributions go to <https://www.irs.gov/Retirement-Plans/Plan-Participant-Employee/Retirement-Topics-Contributions>.

2. Investment Responsibility: You are responsible for your 457(b) deferred compensation investment decisions. This responsibility includes informing yourself of the nature and risk of the investments, monitoring your investments, and determining when a change in investments is appropriate. Your employer and PlanConnect are in no way liable for gains or losses you may incur in your 457(b) deferred compensation account(s).

3. Authorized Investment Providers: As long as your current employer employs you, you may make contributions only to investment providers and products authorized under the 457(b) Deferred Compensation Program. You may change your future contributions to a different authorized investment provider, or exchange all or a portion of your account balance to any other approved investment provider, if permitted by your plan and subject to approval and any contractual surrender charges.

4. Withdrawals and Loans: Withdrawals are only permitted from your 457(b) deferred compensation account if; you have attained age 70 ½, your account value is \$5,000 or less and no contributions have been made to the account for at least two years prior to the withdrawal or you terminate employment, subject to the terms of your employer's plan. Your account balances may be assigned to your alternate payee as ordered by a court under a Qualified Domestic Relations Order (QDRO). Loans and unforeseen financial emergency withdrawals, as limited by IRS regulations, are subject to approval if permitted by your 457(b) Deferred Compensation Plan provisions. Other withdrawals, if permitted under the plan, may also be subject to approval. You are entirely responsible for all loans and withdrawals and any resulting tax liabilities.

5. 457(b) Deferred Compensation Contribution Agreement Termination: To stop your contributions, you must file a new copy of the 457(b) Deferred Compensation Contribution Agreement with your employer and PlanConnect. If you terminate employment, your 457(b) Deferred Compensation Contribution Agreement terminates automatically after your last check is paid. If you later return to work, you must file a new 457(b) Deferred Compensation Contribution Agreement to resume contributing. **Your employer reserves the right to suspend or terminate a participant's 457(b) Deferred Compensation Contribution Agreement** if it believes that the participant has **over contributed, terminated the account with the elected investment provider**, or is in violation of any applicable federal requirement or any term of this agreement.

6. Required Distributions: After you retire, you must take minimum distributions from your 457(b) Deferred Compensation account, generally beginning no later than age 70 ½. You do not need to take Required Minimum Distributions from your 457(b) Deferred Compensation accounts as long as you are still working for your current employer, even though you may be over age 70 ½.

7. Effective Date: The Code requires that the employer receive this Agreement before the first day of the month in which contributions will begin or change. If necessary to meet that requirement, the Employer reserves the right to change the effective of contributions.

8. Corrections: It is your responsibility to verify that comparing it to your earnings statement has accurately processed this 457(b) Deferred Compensation Contribution Agreement. Contact your Payroll Administration Department immediately if you find any discrepancy. In volatile markets, the value of your contribution may decline over time.

9. Fees: PlanConnect provides services to the Plan for a fee. The Plan Sponsor may elect to collect the fees from the Investment Providers or Plan Participants. If the Plan Sponsor elects to have the fees paid by the Plan Participants, or the Plan Sponsor elects to have the fees paid by the Investment Provider but the Investment Provider fails to pay the fee, it will be deducted from your contribution before the funds are forwarded to your Investment Provider.

10. Employer Contributions: You understand that you do not have the option to take employer contributions as cash or in any other form of payment and that you can only select investment providers for such contributions.

How to Initiate or Change My Contributions

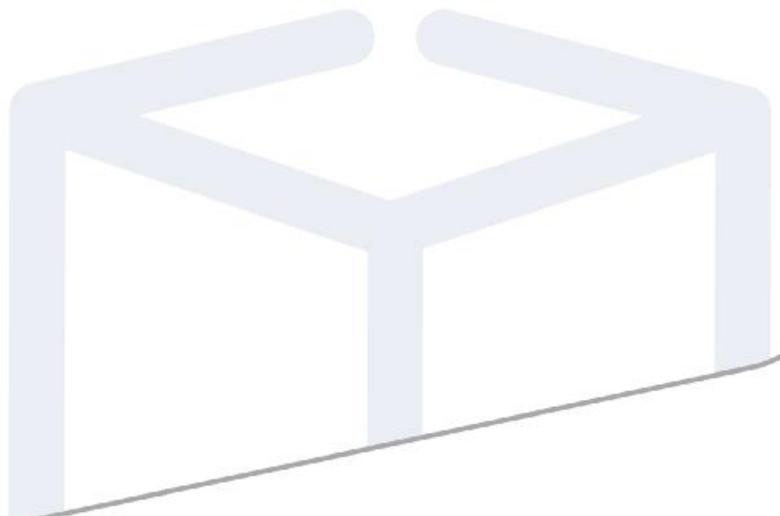


Table of Contents

Important Information — Read This First!	2
Why Would I Save for Retirement?	
What Should I Consider Before Changing How Much I Contribute?	
About This Guide	
Changing How Much You Contribute to the Plan	3
Step 1: Connect to PlanConnect®	3
Step 2: Start Your Transaction	4
Step 3: Enter Your Transaction Details	4
Step 4: Complete Your Transaction	5
Verify the Transaction You've Requested	
Print the Confirmation Page	5
Need Additional Help?	6
To Contact PlanConnect	6

Important Information — Read This First!

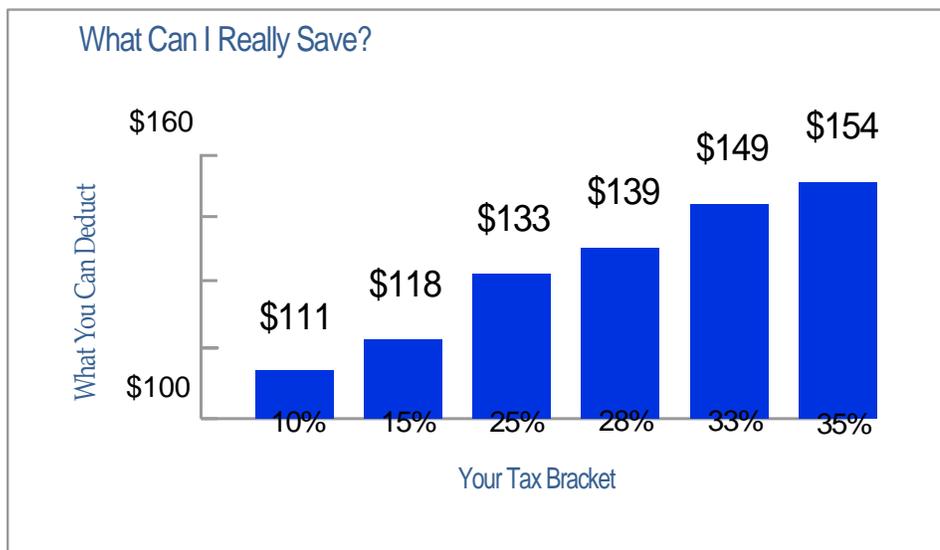
Why Should I Save for Retirement?

Retirement is life's biggest expense. It will cost more than your child's tuition or even your home. Retirement can span up to a third of your lifetime. It is much like saving for a 25 to 35 year vacation. It's easy to get caught up in the demands of today and forget about tomorrow. But to afford an expense of this magnitude, you need to start planning and saving right away. There is no better time than the present to save for your retirement.

What Should I Consider Before Changing How Much I Contribute?

Because your contributions are pre-tax deductions, they are taken from your gross wages. This reduces your taxable income. In other words, you do not pay income tax on the pre-tax money that is deducted from your paycheck, which means you can save more with less impact to your take home pay.

Let's say you want to reduce your take home pay by a \$100. Let the pre-tax deduction work in your favor and save more for your retirement.



Want to learn more? Try our estimating calculators in our retirement planning section of the website.

About This Guide

This "How to..." guide describes the most important steps needed to complete certain transactions using the PlanConnect® web site. Note that the web site may have changed since this guide was issued. If you have any questions about the guide or the information herein, please contact PlanConnect® using the contact information located on the last page.

The examples appearing in the guide are for illustrative purposes only; the information you will see will differ.

Changing How Much You Contribute to the Plan

Step 1: Connect to PlanConnect®

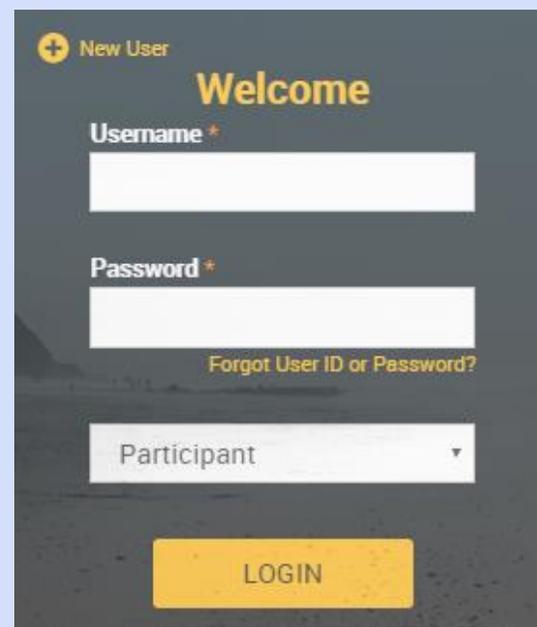
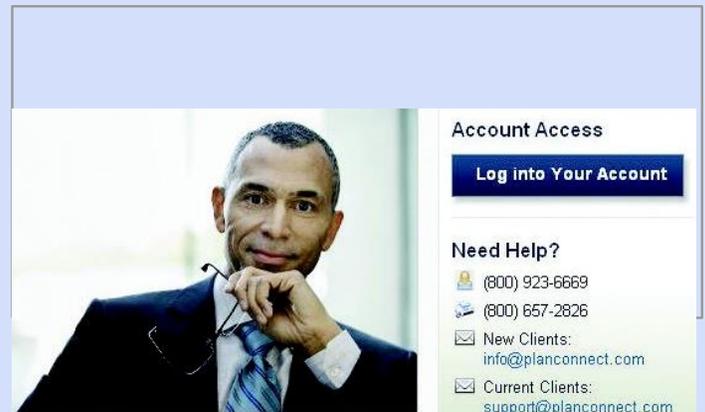
Go to the PlanConnect® Web Site

1. Open your web browser and go to www.planconnect.com.¹
2. Click on LOG INTO YOUR ACCOUNT.
3. The log-in window will open.

Log In to Your Account

1. Enter your User ID.
If this is the first time you're logging in, you will be using your Social Security number.
2. Enter your Password.
If this is the first time you're logging in, use your date of birth in mmddyyyy order.
(e.g., July 20, 1987 would be 07201987.)
3. In the drop-down menu labeled "Select Role," verify PARTICIPANT is selected.
4. Click on the LOGIN button.

¹This application is written to work with Firefox 2.0+, Internet Explorer 6.0+ and Safari 3.0+. While this application should work with browsers from Firefox or Internet Explorer that are within this version range, there may be versions designed specifically for AOL or Macintosh which may encounter problems with some JavaScript used in this site. Problems experienced with these browsers should be considered bugs in these browsers. You may contact your browser distributor about the problem. AOL subscribers may opt to use Internet Explorer or Firefox directly instead of going through the AOL browser. New devices such as wireless telephones, personal digital assistants, etc which are Internet accessible may not have browsers capable of properly navigating this site.

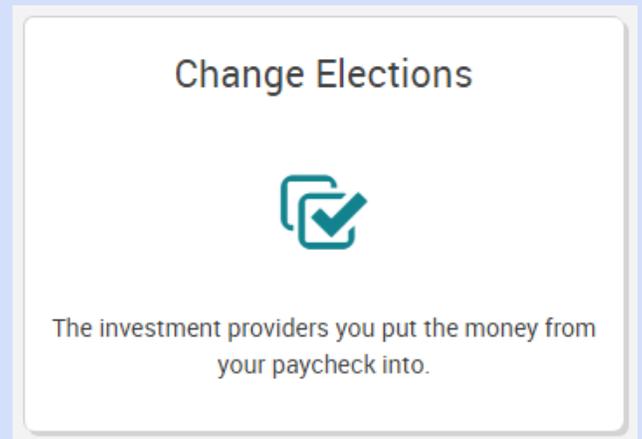
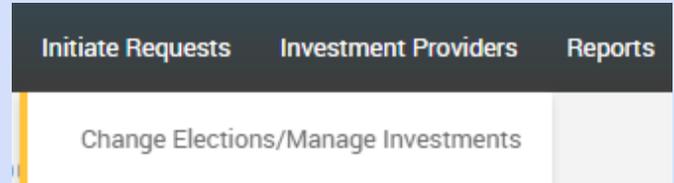


Step 2: Start Your Transaction

1. Click on the INITIATE REQUESTS tab.
2. From the drop-down menu that appears, select CHANGE ELECTIONS/MANAGE INVESTMENTS. The “Change Elections/Manage Investments” window will open.
3. Click on the Change Elections section.
4. A link is also provided to open up a fill-able PDF version of the Salary Reduction Agreement (SRA) form. Use your browser’s “print” function to print the fill-able PDF version of the SRA form.

Step 3: Enter Your Transaction Details

1. Select an Effective Date for the Salary Reduction change, if applicable. This box will default to the current day.
 2. Expand the contribution SOURCES you wish to update.
 3. Select the method of contributions to enter: DOLLAR or PERCENT (as available under your plan)
 4. In the “NEW ELECTION” column, enter:
 - The new amount you want deducted from your paycheck each pay period by Investment Provider.
 - A zero for any Investment Provider(s) you do not wish to contribute to.
- For assistance in determining how much to contribute and the impact it can have on your paycheck and your retirement savings, go to www.planconnect.com to use our tools and calculators.
5. Check the “INCLUDE” box next to each source updated.
 6. Check the box that says “I AUTHORIZE THIS INVESTMENT ELECTION CHANGES” for each source updated.
 7. Select NEXT.



Effective date
01/28/2016

Employee Pre-Tax Deferral Include

Contribution method
Dollar

Investment Provider	Current Election	New Election
DEMO-Future Company	\$0.00	\$ 0
DEMO-Sunshine Investments	\$0.00	\$ 0
DEMO-Foryour Life Co	\$0.00	\$ 0
DEMO-EarnMoney Group	\$0.00	\$ 0
TOTAL ALLOCATION	\$0.00	\$0.00

Employee Roth Deferral Include

I authorize this investment election change

CANCEL NEXT

Step 4: Complete Your Transaction

Verify the Transaction You've Requested

1. Read the TERMS AND CONDITIONS link provided on the verification screen.
2. Verify that all the information you entered is correct.
3. Select SUBMIT.

Print the Confirmation Page

1. Print the Confirmation Screen for your records.
2. Once PlanConnect® has received the updated information, you will receive an email confirmation that your request was processed.
3. PlanConnect will notify your Payroll Department and/or Payroll Administrator to process the change in their payroll system.

If you would like a paper copy for your records, please follow the instructions below:

1. To view/print the Salary Reduction Confirmation from your online account, click on the TOOLS tab.
2. From the drop-down menu that appears, select REPORTS. The "Reports" window will open.
3. Click on 403(b) SRA Confirmation with the applicable date, or the Adobe icon in the left-hand column next to it.*
4. Print out a copy of the revised Salary Reduction Agreement and retain for your records.

To view a sample Salary Reduction Agreement click [here](#).

* You will need the free Adobe Acrobat Reader to view/print the Agreement. Acrobat Reader can be downloaded [here](#).

PLANCONNECT® 403(b) Salary Reduction Agreement
Terms and Conditions

I authorize my employer to make the changes as designated through this online request. I understand that this online request is legally binding and irrevocable with respect to salary that becomes payable to me while this agreement is in effect. I understand that I may stop, start, or change my future contribution amount or my Investment Provider elections at any time during the year.

The following applies to all participants in the Tax-Sheltered Annuity (TSA) and / or Custodial Account (CA) Program:

1. Federal Contribution Limits: Contributions are subject to annual limits determined under Internal Revenue Code (IRC) sec. 402(g) and 415(c). To learn about this year's Federal Contribution Limits, go to www.planconnect.com/limits. These limits may be indexed annually in \$500 increments based on the Consumer Price Index. The IRS publishes the limits in the last quarter of the year for the following year. If you have 15 years of employment with your current employer, you may be eligible to contribute an additional **\$3,000**; contact PlanConnect to determine if you are eligible. Your contribution limit is **reduced** dollar for dollar by any voluntary contribution you make to another 403(b), 401(k), Federal Thrift Savings, salary reduction SEP, or SIMPLE plan. Contributions to a 457 (Deferred Compensation) plan or to a traditional or Roth IRA do **NOT** affect this limit.

Confirmation Number: 953

Elections Confirmation

Effective date
01/28/2016

Employee Pre-Tax Deferral

Investment Provider	Current Election	New Election
DEMO-Sunshine Investments	\$0.00	\$10.00
DEMO-Foryour Life Co	\$0.00	\$0.00
TOTAL ALLOCATION	\$0.00	\$10.00

Name

Report Group: None

403(b) SRA Confirmation

Need Additional Help?

Need help enrolling in your plan? Call us at 800-923-6669 9:00 a.m. - 5:00 p.m. Eastern Time.

To Contact PlanConnect®

Find us on the web at:
www.planconnect.com

Email us at:
support@planconnect.com

Call us at:
800-923-6669

PlanConnect, LLC is a wholly owned subsidiary of AXA Distribution Holding Corporation, an indirect subsidiary of AXA Financial, Inc. PlanConnect® is a registered service mark of AXA Distribution Holding Corporation. PlanConnect® may not be available in all states. AXA Financial, Inc. and its family of companies do not provide tax advice. Please consult with your tax advisor regarding your particular circumstances. Each company is affiliated. AXA Distribution Holding Corporation and AXA Financial, Inc. are located at 1290 Avenue of the Americas, New York, NY 10104, (212) 554-1234

PlanConnect, LLC is located at 100 Madison Street, Syracuse, NY 13202, 800-923-6669

G30805

