

**ADOPTION AGREEMENT FOR THE
403(b) PLAN DOCUMENT FOR PUBLIC EDUCATION ORGANIZATIONS**

Employer hereby establishes a 403(b) plan by adopting the 403(b) Plan Document for Public Education Organizations plan document (the "Plan") as modified by this Adoption Agreement and agrees that the following provisions shall be incorporated as part of the Plan document.

EMPLOYER INFORMATION

Name of Employer: Arlington Heights School District 25

Federal Tax ID: 36-6003283

Employer's Address:
1200 S. Dunton, Arlington Heights, IL 60005

Telephone Number: 847-758-4880 Fax: 847-758-4908

Contact Person: Stacey Mallek

Telephone/Extension: _____ E-mail smallek@sd25.org

Type of Organization:

- K-12 Public School Community College Public College/University

Note: If Employer is not a public education organization, this document may not be used.

PLAN INFORMATION

Name of Plan: Arlington Heights School District 25 403(b) Plan

Effective Date: This Adoption Agreement:

- establishes a Plan effective as of January 1, 2009 (the "Effective Date") and is the first 403(b) plan document established by the Employer.
- amends and restates a previously established 403(b) Plan document of the Employer. The effective date of this amended Plan is _____ (the "Effective Date").

Eligibility: Except as otherwise selected below, all employees are immediately eligible to make contributions under the Plan. Eligibility for Employer Contributions is based on applicable employment agreements or collective bargaining agreements to which an employee is subject. The plan shall not include:

- Employees who are eligible to participate in one or more plans described under Section 403(b)(12)(A) of the Code during the calendar year sponsored by the Employer.
- Employees who are students and regularly attending classes at the Employer institution during the calendar year (limited to Employers that are educational institutions).
- Employees who normally work fewer than ___ hours per week (must be 20 or less; equivalent to 1,000 hours or less in a year except as otherwise provided under applicable 403(b) regulations generally effective January 1, 2009) during the calendar year.

Note: The inclusion of all common law employees will prevent an inadvertent violation of the eligibility requirements of Section 403(b)(A)(ii).

Contributions into the Plan:

Employee Contributions (in addition to salary reduction contributions):

- Roth 403(b) Contributions to the Plan are permitted beginning on _____.
- Roth 403(b) Contributions are NOT permitted under the Plan

(Default: If no election is made, Roth 403(b) Contributions are not permitted)

Employer Contributions (if any):

- No Employer Contributions will be made.
- Employer Contributions will be made in accordance with applicable employment agreements and collective bargaining agreements, or as may be determined from year to year by the Employer.

(Default: If no election is made, Employer Contributions are permitted)

15 Years of Service Catch Up Contributions: The Plan will or will not permit employees with 15 years of service with the Employer that satisfy the conditions for the Special Section 403(b) Catch-up Limitation for Employees With 15 Years of Service (Section 3.2 of the Plan) to increase their Elective Deferrals limitation.

(Default: If no election is made, Catch Up Contributions are permitted)

Investment Options: Any Annuity Contracts and/or Custodial Accounts provided by Vendors authorized in Part A on Appendix 1, which may be revised from time to time, are authorized to accept contributions under the Plan. Any Annuity Contracts and/or Custodial Accounts provided by Vendors authorized in Part B on Appendix 1, are authorized to accept contributions under the Plan from those Employees who were already making contributions pursuant to Salary Deferral to those Vendors on December 31, 2008, and such contributions shall continue to be applied to those pre-existing Annuity Contracts or Custodial Accounts. However, such Vendors may not initiate any new Annuity Contracts and/or Custodial Accounts on or after January 1, 2009.

Exchanges Within the Plan: The Plan will or will not permit Participants to make Exchanges. If permitted, Exchanges may occur (Mark all that apply):

- Between those Vendors listed in Part A of Appendix 1 only (Vendors authorized to maintain current payroll slots).
- From Vendors NOT listed on Part A of Appendix 1 to Vendors listed on Part A of Appendix 1 to the extent permitted by applicable law and in conformance with the terms of Appendix 3.
- Between those Vendors listed on Appendix 1 and any other Vendor offering annuity contracts and/or custodial accounts that satisfy the requirements of Section 403(b) of the Code and execute the information sharing agreement provided by Employer for purposes of satisfying applicable compliance requirements. Administrator will maintain a list of Vendors that have executed information sharing agreements and will make this list available to Vendors (Appendix 2).

(Default: if no election made, Exchanges between organizations listed on Appendix 1 are: permitted)

Transfers Into the Plan : The Plan will or will not accept Transfers from another employer's 403(b) plan.

(Default: If no election is made, Transfers will be accepted)

Transfers From the Plan : The Plan will or will not permit Transfers from the Plan to another employer's 403(b) plan, if requested by a former Participant.

(Default: If no election is made, Transfers will be sent to another 403(b) plan.)

Financial Hardship Distributions: Hardship Distributions are or are not available under the Plan.

(Default: If no election made, Hardship Distributions are permitted)

Loans: Loans are or are not available under the Plan subject to availability and any additional conditions that may apply under a Participant's 403(b) Individual Agreement(s).

(Default: If no election made, loans are permitted) Note: The Plan prohibits loans to any Participant who has an existing outstanding defaulted loan under any retirement or deferred compensation plan sponsored by the Employer.

Direct Roth Rollovers: If Roth 403(b) Contributions are permitted to the Plan (above), direct rollovers from other Roth 403(b) or Roth 401(k) plans are , are not accepted into the Plan or

Not Applicable because Roth Contributions are not permitted to the Plan.

(Default: If no election made, direct rollovers of Roth contributions will be permitted),

Plan Administration: The Plan shall be administered:

By Employer

Jointly by Employer and Vendors. Unless otherwise agreed to by the affected parties, Employer and the provider/issuer of each Funding Vehicle shall jointly act as Administrator of the Plan. Employer shall be responsible for matters relating to eligibility (including providing notice of the Plan to Employees), enrollment opportunities, Contributions authorizing disbursements in accordance with Section 5, and proper tax reporting on Contributions, Plan document maintenance and payroll related issues. The Funding Vehicles are responsible for matters relating to investing Contributions as directed by Participants, beneficiary designations, distributions authorized by the Employer, Exchanges, Transfers, Rollovers, loans, withdrawals and post-employment compliance, such as tax reporting, notice requirements and withholding on distributions.

By a designated Administrator. The Employer has named _____
to act in this capacity.

The following section may be used to insert provisions for which there were no acceptable alternatives provided. It may be used to modify any portion of the Plan or Adoption Agreement.

NOTE: Any modifications should be carefully reviewed by Employer's legal counsel to ensure that changes do not adversely affect the Plan's qualification under Section 403(b) of the Code.

Other provisions of the Plan (Attach additional pages as necessary):

EMPLOYER ACKNOWLEDGEMENTS AND SIGNATURES

Employer acknowledges that it is an eligible public education organization under Section 170(b)(1)(A)(ii) of the Code and is authorized to offer a program qualified under Section 403(b) of the Internal Revenue Code

EMPLOYER

By: Stacey Mallek

Print Name of Signer: Stacey Mallek

Title: Assistant Superintendent for Business

Dated: December 14, 2017

**APPENDIX 1
Part A**

Vendors authorized to receive ongoing contributions, and, if applicable, Exchange and Transfers under the Plan:

Name of Organization	Contact Person	Telephone Number
/AXA Equitable		800.628.6673
AIG/VALIC		800.448.2542
Ameriprise Financial		800.862.7919
Commonwealth Annuity/Kemper		800.457.9047
Lincoln Investment Planning		800.754.8011
Met Life*		800.560.5001
Thrivent Financial		800.847.4836
Aspire Financial Services, LLC		

*Effective December 15, 2017, no new accounts may be opened for Met Life. Met Life may continue to accept contributions into participant accounts existing as of December 14, 2017.

**APPENDIX 1
Part B**

Vendors authorized to receive ongoing contributions from Participants into Contracts and/or Custodial Accounts in existence and receiving salary deferrals from such Participants on December 31, 2008, only. The following Vendors may not receive Exchanges and Transfers under the Plan and may not enter into any new Contracts and/or Custodial Accounts with any Participants after January 1, 2009:

Name of Organization	Contact Person	Telephone Number
Lincoln Financial Group		800.454.6265

NOTE ON VENDOR SELECTION PROCEDURE: Effective December 15, 2017, no new vendors will be added to the plan automatically. Irrespective of the number of potential participants with a prospective vendor, a vendor will be added to the Plan only upon selection by committee and approval of the Board of Education or by such other process as may be approved by the Board of Education.

This Appendix is dated: December 14, 2017

APPENDIX II

Vendors authorized only to receive Exchanges or Transfers under the Plan:

Name of Organization	Contact Person	Telephone Number
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
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_____	_____	_____
_____	_____	_____

Important Notes:

- 1. As provided under the Plan, any authorized Vendor named in Appendix 1 and/or II agrees to share information necessary for compliance purposes with Employer, an Administrator and/or with any other 403(b) provider as may be required or desirable to facilitate compliance with the Plan and all applicable laws and regulations.**
- 2. Each Vendor named above is required to maintain records of the Funding Vehicles offered under the Plan to comply with the information sharing requirements of the Plan and applicable information sharing agreements.**

This Appendix is dated: December 11, 2008

APPENDIX 3

The following Vendors may not receive Exchanges and Transfers under the Plan and may not enter into any new Contracts and/or Custodial Accounts with any Participants after January 1, 2009, however, they may exchange or transfer funds to an authorized Vendor under the Plan.

Name of Organization	Contact Person	Telephone Number
American Funds _____	_____	_____
Fidelity _____	_____	_____
Great American/GALIC _____	_____	_____
Hartford Life & Annuity _____	_____	_____
ING Life Insurance _____	_____	_____
Invesco/AIM _____	_____	_____
Jackson Natl. Life _____	_____	_____
Minnesota Life _____	_____	_____
Prudential/American Skandia _____	_____	_____
Vanguard _____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

This Appendix is dated: December 14, 2017