

**ADOPTION AGREEMENT FOR THE
403(b) PLAN DOCUMENT FOR GOSHEN COUNTY SCHOOL DISTRICT #1**

Goshen County School District #1 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: GOSHEN COUNTY SCHOOL DISTRICT #1

Federal Tax ID: 83-0214502

Employer's Address:
2602 WEST E STREET
TORRINGTON, WYOMING 82240

Telephone Number: 307-532-4046 **Fax:** 307-532-7085

Contact Person: Marcy Cates or Kim Flock

Telephone/Extension: 307-532-4046 E-mail mcates@goshen.k12.wy.us or
kflock@goshen.k12.wy.us

Type of Organization:

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

PLAN INFORMATION

Name of Plan: GOSHEN COUNTY SCHOOL DISTRICT #1 403(b) PLAN

Effective Date: This Adoption Agreement:

- ☒ establishes a Plan effective as of 12/9/08 (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 20 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.

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

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.

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.

Investment Options: Any Annuity Contracts and/or Custodial Accounts provided by Vendors authorized on a approved 403(b) vendors list maintained in the Goshen County School District #1 Business Office, which may be revised from time to time, are authorized to accept contributions under the Plan.

Exchanges Within the Plan: The Plan will ☒ or will not ☐ permit Participants to make Exchanges. If permitted, Exchanges may occur between:

- ☒ Those organizations listed on the approved 403(b) vendors list maintained in the Goshen County School District #1 Business Office.
- ☐ Those organizations listed and any other organization offering annuity contracts and or custodial accounts that satisfy the requirements of Section 403(b) of the Code who execute an information sharing agreement with Employer or its appointee for purposes of satisfying applicable compliance requirements.

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

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.

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

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).

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.

Plan Administration: The Plan shall be administered:

☒ By Employer

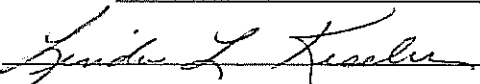
☐ Jointly by Employer and Vendors. Unless otherwise agreed to by the affected parties, Employer and the provider/issuer of each Funding Vehicle shall jointly act as Administrator of the Plan. Employer shall be responsible for matters relating to eligibility (including providing notice of the Plan to Employees), enrollment opportunities, 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.

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: GOSHEN COUNTY SCHOOL DISTRICT #1

By: 

Print Name of Signer: LINDA L. KESSLER

Title: BOARD CHAIRMAN

Dated: 12-30-08

APPROVED BY SCHOOL BOARD: December 9, 2008

APPROVED 403(b) VENDORS LIST I

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

Name of Organization	Contact Person	Telephone Number

APPROVED 403(b) VENDORS LIST II

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

Name of Organization	Contact Person	Telephone Number

Important Notes:

1. As provided under the Plan, any authorized Vendor named in Approved 403(b) Vendors List I 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 Approved 403(b) Vendors List is dated: _____