

**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: LEDYARD BOARD OF EDUCATION

Federal Tax ID: 06-6001630

Employer's Address:
4 BLONDERS BLVD
LEDYARD CT 06339

Telephone Number: 860-464-9255

Fax: 860-464-8589

Contact Person: WILLIAM MERRILL

Telephone/Extension: 215

E-mail: bmerrill@ledyard.net

Type of Organization:

K-12 Public School

PLAN INFORMATION

Name of Plan: LEDYARD BOARD OF EDUCATION 403(b) Plan

Effective Date: This Adoption Agreement:

Establishes a Plan effective as of 1/1/2009 (the "Effective Date") and is the first 403(b) plan document established by the Employer.

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 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 (equivalent to 720 hours or less in a year except as otherwise provided under applicable 403(b) regulations generally effective January 1, 2009) during the calendar year.

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Contributions into the Plan:

Employee Contributions (in addition to salary reduction contributions):

Roth 403(b) Contributions to the Plan are permitted beginning on January 1, 2009

Employer Contributions (if any):

No Employer Contributions will be made.

15 Years of Service Catch Up Contributions: The Plan will 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 Appendix I, which may be revised from time to time, are authorized to accept contributions under the Plan.

Exchanges within the Plan: The Plan will permit Participants to make Exchanges. If permitted, Exchanges may occur between:

Those organizations listed on Appendix I only

Transfers into the Plan: The Plan will accept Transfers from another employer's 403(b) plan.

Transfers from the Plan: The Plan will permit Transfers from the Plan to another employer's 403(b) plan, if requested by a former Participant.

Financial Hardship Distributions: Hardship Distributions are available under the Plan.

Loans: Loans are available under the Plan subject to availability and any additional conditions that may apply under a Participant's 403(b) Individual Agreement(s).

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 accepted into the Plan.

Plan Administration: The Plan shall be administered:

By Employer

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

None

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: 

Print Name of Signer: William Merrill

Title: Business Manager

Dated: 5/23/2012

APPENDIX I

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

Name of Organization	Contact Person	Telephone Number
Fidelity Investments	Client Services Team	800-868-1023
Met Life	Charlie Polka	860-395-7858
AXA Equitable	David Oh	203-288-4351
ING	Rick Lim	860-368-3309
Harvest Capital	Wm Gustin, JR	860-739-6773
Horace Mann	Jeff Larrow	860-792-0454

APPENDIX II

Vendors authorized only to receive Exchanges or Transfers under the Plan: Contributions are allowed for those on the plans as of July 1, 2008.

Name of Organization	Contact Person	Telephone Number
Franklin Templeton	N/A	800-632-2350
Lincoln Financial	N/A	800-242-1421
Nationwide/USCM	N/A	614-249-7111
Putnam Investments	N/A	800-662-0019
Vanguard	N/A	800-662-2003

Important Notes:

1. As provided under the Plan, any authorized Vendor named in Appendix 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 Appendix is dated: 05/23/2012

