

ANNUAL 403(b) PLAN ELIGIBILITY NOTICE
May 1, 2012

J. O. Combs offers our eligible employees the opportunity to save for retirement by participating in the J. O. Combs Unified School District #44 403(b) Plan (the "403(b) plan"). You can participate in this plan by making pre-tax contributions and (if permitted by the 403(b) plan) Roth 403(b) after-tax contributions. You are eligible to participate in this plan, whether or not you are actively contributing to it.

Not yet contributing to the 403(b) plan?

To start your contributions to the 403(b) plan, you can contact one of the following vendors in order to complete and return a salary reduction agreement:

Robert Couchenour, Financial Advisor
ING Financial Advisors, LLC
(857)939-9985
Bcouchenour@investsji.com

Scott Nance, Financial Advisor
Edward Jones/The Hartford
(480) 895-3254
scott.nance@edwardjones.com

Tim Whitney, Senior Financial Advisor
MetLife
(602) 569-9542
twhitney@metlife.com

Kim Aranda or Cathy Hendrix, Financial Advisors
Security Benefit
(480) 557-9727
Kim.aranda@lpl.com or Cathy.hendrix@lpl.com

Chris Talbot
VALIC
(602) 418-0733
chris.talbot@valic.com

The financial advisors above can guide you regarding your election to contribute to the 403(b) plan, including the period of time for making the election and any additional requirements. Please note, in addition to completing and returning a salary reduction agreement, you must also establish an account with the appropriate investment provider(s) that you have selected on the salary reduction agreement and you may also need to provide any additional information that may be required to enroll you in the 403(b) plan.

Already contributing to the 403(b) plan? Great News! You have an opportunity to increase your contributions to the 403(b) Plan.

If you are already currently contributing to the 403(b) plan, you may be able to increase your pre-tax contributions. To change your contributions, complete and return a salary reduction agreement to your Financial Advisor as listed above.

Of course you can keep your contributions at their current level. In the alternative, if your current financial situation means that you need to lower the amount you are saving for retirement, you can change your contribution rate by completing and return a salary reduction agreement as described above.

How much can I contribute?

In general, you may contribute up to \$17,000 in 2012. This amount may be adjusted annually. Also, if you are at least 50 years old and/or you have completed at least 15 years of service, you may also be able to make additional catch-up contributions. Each catch-up has its own limits; you can discuss these items with your Financial Advisor of choice from the above list.

457 Plans

You also have the option to sign up for the 457 Plan (with the exception of The Hartford Company, as they do not support the plan). Please discuss this feature with your selected representative.

This Notice is not intended as tax or legal advice. Neither your employer nor the investment providers offering retirement savings products under the plan can provide you with tax or legal ADVICE. Employees are encouraged to contact their financial representative or tax professional with any questions on any effect this has on your own income tax situation.