IAIA
403(B) PLAN

SUMMARY PLAN DESCRIPTION

SPONSORED BY:
INSTITUTE OF AMERICAN INDIAN ARTS

EMPLOYER IDENTIFICATION NUMBER: 85-0365964
PLAN NUMBER: 001
EFFECTIVE DATE OF PLAN: June 1, 1999
PLAN YEAR END: June 30
PLAN ADMINISTRATOR: Director of Personnel
TABLE OF CONTENTS
CONTRIBUTIONS TO THE PLAN

ARTICLE VI

10. Employer Contribution during a given Plan Year?
What special service requirements determine whether I receive an

6.09

5.09

6.08

5.08

6.07

5.07

6.06

5.06

6.05

5.05

6.04

5.04

6.03

5.03

6.02

5.02

6.01

5.01

DEFINITION OF SERVICE WITH IAJA

ARTICLE V

7. My Employment with IAJA?
Receiving employer contributions if I am required after terminating
when do I become eligible to re-enter the Plan for purposes of

4.04
Benefit Payment Options

Article IX

Does the plan allow hardship withdrawals? 8.06

Does the plan provide for participant loans? 8.05

What benefits are provided upon my separation from service? 8.04

What is "disability"? 8.03

What is "early retirement"? 8.02

What is "normal retirement"? 8.01

Benefits Under the Plan

Article VIII

And am I later required to nonvested money if I terminate my employment? 7.06

What are "forced retirements"? 7.05

Contributions upon disability, death, or retirement affect any accounts derived from I.A.R.'s? 7.04

Contributions to the plan affect any accounts derived from I.A.R.'s? 7.03

Contributions to the plan affect any accounts derived from my category? 7.02

What is "vesting"? 7.01

Vesting in the Plan

Article VII

...
INDEX OF TERMS

12.01 Can the plan be amended?

12.02 Can the plan be terminated?

AMENDMENT AND TERMINATION OF THE PLAN

ARTICLE XI

RETURN TO IIA

WHAT HAPPENS IF I LEAVE IIA TO PERFORM MILITARY SERVICE, AND THEN

MISCELLANEOUS PROVISIONS

ARTICLE XI

WHAT IS A QUALIFIED DOMESTIC RELATIONS ORDER (QDRO)?

WHAT CLAIMS PROCEDURES APPLY TO ANNUITY CONTRACTS?

THE CLAIMS REVIEW PROCEDURE

ARTICLE X

WHAT ARE PLAN BENEFITS TAXED AND WHAT PUNISHMENTS MAY APPLY UPON

DISTRIBUTION?
IAIA
403(B) PLAN

ARTICLE I
INTRODUCTION TO THE PLAN

1.01 WHAT IS THE PURPOSE OF THIS PLAN?

INSTITUTE OF AMERICAN INDIAN ARTS (hereinafter "IAIA") has established a Plan in order to provide funds for your retirement and to provide funds for your beneficiary(ies) in the event of your death. The Plan was established for the exclusive benefit of the Participants and their Beneficiaries.

1.02 WHAT TYPE OF RETIREMENT PLAN IS THIS?

This Plan is a "Tax Deferred Annuity" or "403(b)" Plan. "403(b)" is the section of the Internal Revenue Code which governs this type of plan.

The Plan is funded exclusively through the purchase of annuity contracts from The Variable Annuity Life Insurance Company (VALIC). If permitted by IAIA, annuities from other companies may be offered.

Each year you may elect, in writing, to defer a portion of your Compensation. The amount of your deferral is then used to purchase annuity contracts on your behalf. Your deferral is on a pre-tax basis, meaning that it is not subject to federal income tax (but is subject to Social Security taxes) and results in a deduction from your taxable income for that year. Depending on the laws of your state, your deferral may also be deductible from your taxable income for state income tax purposes.

In addition, IAIA will, under the terms of the Plan, make annuity purchase payments on your behalf. These contributions are also exempt from federal income taxation until they are distributed from the Plan.

1.03 HOW ARE CONTRIBUTIONS TO THE PLAN INVESTED?

As previously stated, contributions to the Plan are invested exclusively in annuity contracts issued by VALIC and any other life insurance companies approved by IAIA for use in this Plan and approved for sale in this state. These contracts provide for contributions to be held and credited with interest, or gains and losses, depending on the type of contract. Your benefits under the Plan will be in the form of payments under these annuity contracts,
the actual provisions of the Plan, the Plan will govern.

In the event of any discrepancy between this Summary Plan Description and
Descriptive and an alphabetical index of the terms can be found at the back.

Certain words which are capitalized are "defined terms," that is, they are defined

Descriptive
(see section 2.02) will answer any questions concerning the Plan or this Summary Plan
of the Plan document, copies of which may be obtained from InterFirst. The Plan Administrator
provisions of the Plan may be determined accurately only by reading the actual provisions
intended to interpret, explain or change the provisions of the Plan in any way. The

The Summary Plan Description is a brief explanation of the Plan as well as of your

WHAT IS A "SUMMARY PLAN DESCRIPTION?"

Additional Information May Be Obtained From The Plan Administrator.
If there is ever a conflict between the provisions of this Plan and
Another Material You Receive From Valic or Another Insurance Company,
Please Read and Understand Your Options Under the Contract. How The
Company Will Maintain Control of These Accounts As Long As They Remain Under The Plan.
All Contributions Made to the Plan on Your Behalf Will Be Placed in Individual
Which Govern a 403(b) Plan.

Each Annuity Contract Issued to Participants in the Plan Must Meet the
Requirements of Section 403(b) of the Internal Revenue Code and Other IRS Guidelines
Which May Be in the Form of Periodic Payments to You at Regular Intervals Either for a Period
Certain or for One or More Lives.
WHO IS THE "AGENT FOR SERVICE OF LEGAL PROCEEDINGS"?

2.03 (505) 988-6429
Santa Fe, New Mexico 87504
1600 Santa Michael Drive
Institute of American Indian Arts
Personal Director

Process are listed below:
The name, address and telephone number of the Plan's agent for service of legal

WHO IS THE "PLAN ADMINISTRATOR"?

2.02 (505) 988-6596
Santa Fe, New Mexico 87504
1600 Santa Michael Drive
Institute of American Indian Arts

Plan Administrator is the person or organization responsible for keeping the

HOW CAN THE PLAN BE IDENTIFIED?

2.01 A. The name of the Plan is Plan 40(B) PLAN.
B. I/A has assigned Plan Number 01 to this Plan.
C. I/A's full name, address and Employer Identification Number (EIN) are listed below:

GENERAL PLAN INFORMATION

ARTICLE II
Plan will be governed by the laws of the State (New Mexico) in which it is executed, except.

Service of legal process concerning the Plan may also be made upon [1/1A].
Plan years begin on July 1 and end on June 30. The second and subsequent year begins on June 1, 1999 and ends on June 30, 1999. The Plan is based on a 12 month period known as the Plan Year. The first Plan Year is the Plan Year following the Effective Date.

3.02 WHAT IS THE "PLAN YEAR"?

Effective Date is June 1, 1999.

The provisions of IAIA's Plan become effective on the "Effective Date." The Plan is the "Plan Year."
The employment requirement you satisfy the monthly requirement explained above, you will be considered to have met credited with at least 1 hour of service (including any calendar month in which you are completion of 90 days of employment immediately upon the completion of a year of service (as defined in section 5.0.2) before you are eligible for employer contributions immediately upon the completion of a year of service (as defined in section 5.0.2) before you will be eligible for employer contributions immediately upon the completion of a year of service (as defined in section 5.0.2). Leftover contributions are explained below.

C. Eligibility Requirements: If you are an Employed in the Eligible Class and are not an Excluded Employee, you must meet certain eligibility requirements before you receive employer contributions under this Plan. The following persons may receive employer contributions under this Plan:

A. Eligible Class of Employees: You may become eligible to receive employer contributions.

B. Excluded Employees: All Employees in subsection A are not Eligible.

C. Employees of IRARL for certain Federal Income Tax Purposes are not Eligible.

4.02 HOW DO I BECOME ELIGIBLE FOR EMPLOYER CONTRIBUTIONS?

You become eligible on the date you are not a member of the Excluded Group under the Plan. You will be eligible to begin making elective deferrals if you are not a member of the Excluded Group. There are no other requirements. If you are not a member of the Excluded Group, you may begin making elective deferrals when and how often you may begin, stop, or change the amount of your deferrals in any Plan year.

Eligibility Requirements: There are no other requirements. If you are not a member of the Excluded Group, you may begin making elective deferrals when and how often you may begin, stop, or change the amount of your deferrals in any Plan year. If you are a member of the Excluded Group, you will be eligible to begin making elective deferrals if you are not an Excluded Employee and are not eligible to make elective deferrals.

A. Excluded Employees: All Employees are eligible to make elective deferrals under the Plan, except for those listed below. Independent contractors who are considered "lease employees" of IRARL for certain Federal Income Tax Purposes are not Eligible.

B. Excluded Employees: All Employees in subsection A are not Eligible.

C. Employees of IRARL for certain Federal Income Tax Purposes are not Eligible.

4.01 HOW DO I BECOME ELIGIBLE TO MAKE ELECTIVE DEFERRALS?
RERIEVED AFTER TERMINATING MY EMPLOYMENT WITH IAI.F.
PURPOSES OF RECEIVING EMPLOYER CONTRIBUTIONS IF I AM
4.04 WHEN DO I BECOME ELIGIBLE TO RE-ENTER THE PLAN FOR

Plan's eligibility requirements.

The Plan Entry Date is the first payroll period beginning after the date you meet the
eligibility requirements. Your Plan Entry Date is the Plan's Effective Date. Otherwise, you
will enter the Plan on the Plan Entry Date indicated below.

If you are employed on the Effective Date of the Plan and have satisfied the
specified day of the Plan Year, this day is called the "Plan Entry Date." After you have satisfied the Plan's eligibility requirements, you will become a participant in the plan. You will become a participant on a

RECEIVING EMPLOYER CONTRIBUTIONS BEGINS
WHEN DOES MY PARTICIPATION IN THE PLAN FOR PURPOSES OF

Only years of service with I/A/LA are recognized by this Plan.

5.04 Does Service With Another Employer Count As Service Under This Plan?

This section is not applicable. The Plan provides 100% vesting immediately.

B. For vesting purposes, this section is not applicable. The Plan provides a service requirement for eligibility purposes.

A. For eligibility purposes, this section is not applicable. The Plan does not include a service requirement for eligibility purposes.

5.03 What Is a "Computation Period"?

Section 5.03(B) requires the special requirements in any of Article 5.09. You are credited with at least 1,000 hours of service during the computation period (see Article 8.9). If you will always receive credit for a year of service Person Period.

The term "year of service" is used throughout this Summary Plan Description and with at least 1,000 Hours of Service.

5.02 What Is a "Year of Service"?

(c) each hour for which back pay is awarded or agreed to by I/A/LA.

plus:

- illness, injury (including disability), layoff, jury duty, military duty or leave of absence; 
- each hour for which you are paid, or entitled to payment, by I/A/LA for a period of time during which no duties are performed for the following reasons: vacation, holiday, 
- each hour for which you are paid, or entitled to payment, for the performance credited with an Hour of Service.

The term "hour of service" has a special meaning for Plan purposes. You will be...

5.01 What Is An Hour of Service?
not occurred. Service, you will continue to participate in the Plan as if your termination of employment had

will apply:

paragraphs regarding maternity or paternity absences, the more generous of the two rules

paragraph regarding a break in Service. If any FMLA leave is also covered under the preceding

years of Service that would otherwise be credited to you, but will prevent you from

purpose of vesting or eligibility to participate. This will not increase the number of

prevented you from sustaining a break in Service.

A period of unpaid FMLA leave will not be treated as a break in Service

will not increase the number of years of Service that would otherwise be credited to you, but

reasonably require to establish that the absence is for the permitted reasons. This will not

administrating in a timely manner, such information as the Plan Administrator may

immediately following such birth or placement. You must notify the Plan

you will be credited with a certain number of hours of Service administratively even

paternity leaves of absence.

receive credit for hours of Service for certain authorized leaves of absence and maternity or

in the Plan year in which you become a participant, the Plan Administrator may determine

of Service with ILA that is a Cumulative Period in which you do not complete more

6.08 WHAT IS A "BREAK IN SERVICE?"

"Separation from Service" is the date your employment with ILA terminates for

6.07 WHAT IS "SEPARATION FROM SERVICE?"

(or any predecessor plan) will be counted for vesting purposes.

years of Service with ILA prior to the Effective Date of the Plan

years of Service with ILA prior to the Effective Date of the Plan

5.06 ARE YEARS OF SERVICE BEFORE THE EFFECTIVE DATE OF THE PLAN

recognized for vesting purposes.

recognized for vesting purposes.

5.05 ARE YEARS OF SERVICE BEFORE MY PLAN ENTRY DATE RECOGNIZED

5.05
There are no special service requirements for receiving employer Contributions.

6.9 What Special Service Requirements Determine Whether I Receive an Employer Contribution During a Given Plan Year?

(a) The number of your pre-break years of Service.

(b) Five or:

(i) Your number of pre-break years of Service exceed half of the breaks in Service.

Contribution:

(2) You were vested in any portion of your accounts derived from Employer Contributions.

(3) You were vested in any portion of your accounts derived from Employer Contributions after you returned to Service following a break of Service that was not consecutive years of Service.

(4) If you are retired before having 5 or more consecutive years of Service, you will receive credit for all years of Service credited to you before your Break in Service.

Contribution:

(5) You were vested in any portion of your accounts derived from Employer Contributions after you returned to Service following a break of Service that was not consecutive years of Service.

Contribution:

(6) You were vested in any portion of your accounts derived from Employer Contributions after you returned to Service following a break of Service that was not consecutive years of Service.

Contribution:

If you terminate your employment with I/J/A and are retired after a Break in Service...
The amount of excess of 2 percent of your Compensation will not be taken into account. The amount of
year for purposes of the Employer's Matching Contributions, your Elective Deferrals for the Plan
IAA will contribute $1,000 for every $1,000 of your Elective Deferrals for the Plan.

Initially, you will receive a contribution from IAA equal to 4 percent of your Compensation.
Each Employee who is eligible for Employer Contributions from Plan Year to Plan Year.
IAA will determine the minimum percentage to be contributed in favor of your
Compensation. IAA will receive a contribution from IAA at a rate equal to a percentage of your
Contributions

The following contributions will be made for you if you are eligible for Employer

6.02 WHAT CONTRIBUTIONS WILL IAA MAKE TO THE PLAN?

$500 increments, is $1,000 for 1999.
$300 over the amount which is indexed. In addition, employer
Contributions may be subject to tax at the rates prescribed by the

D. Limitations on Favorable Tax Treatment. Contributions made by you and

Q. Maximum Elective Deferrals. You will be permitted to make Elective

B. Minimum Elective Deferrals. You will be permitted to make Elective Deferrals

A. Definition. You may contribute to the Plan by entering into a salary reduction

CONTRIBUTIONS TO THE PLAN

ARTICLE VI
You may transfer funds from another 403(b) Plan to this 403(b) Plan.

**6.06 DOES THE PLAN ACCEPT TRANSFERRED FUNDS FROM ANOTHER 403(b)?**

The compensation you earned for the entire Plan Year will be fully vested, but will be subject to the rules of this 403(b) Plan.

In any event, your account derived from transfers/direct rollovers will be lost.

**A.** Compensation Prior to Plan Entry Date. In the Plan Year in which you

**B.** Treatment of Elective Deferrals. The compensation taken into account for

**C.** Compensation Prior to Plan Entry Date. The compensation taken into account for

**6.05 WHAT DOES "COMPENSATION" MEAN FOR PLAN PURPOSES?**

This section is not applicable.

**6.04 WHAT ARE "EXCESS CONTRIBUTIONS"?**

The year in which they were distributed.

**A.** Definition. For Plan purposes, "Compensation" means the amount paid to

**B.** Compensation Prior to Plan Entry Date. The compensation taken into account for

**C.** Compensation Prior to Plan Entry Date. The compensation taken into account for

**6.03 WHAT ARE "EXCESS DEFERRALS"?**

Contribution made by IRA is within IRA's discretion and may vary from Plan Year to Plan Year.
C. Early Retirement. Upon your Early Retirement Age (see section 8.02) while
the portion of your accounts derived from Employer Contributions will be fully vested.
B. Death. If you die while actively employed by I.A.A., the portion of your
accounts derived from Employer Contributions will be fully vested.
A. Disability. If you become disabled (see section 8.03) while employed by I.A.A.,
The following schedule may not apply upon your Disability, death, or Retirement:

<table>
<thead>
<tr>
<th>Percentage of Benefits</th>
<th>Vesting Schedule</th>
</tr>
</thead>
<tbody>
<tr>
<td>100%</td>
<td>Immediately</td>
</tr>
</tbody>
</table>

Please note that the term "Year of Service" has a specific meaning under the terms
of this Plan, as explained in Article V.

The Plan's Vesting Schedule for I.A.A.'s Contributions is as follows:

The following schedule may not apply upon your Disability, death, or Retirement:

Your "vested percentage" in your accounts derived from I.A.A.'s contributions is

CONTRIBUTIONS TO THE PLAN

HOW DOES VESTING AFFECT ANY ACCOUNTS DERIVED FROM I.A.A.'S

Contribution Schedule

At all times, you will be fully vested in your accounts derived from your Elective

Contribution Schedule

WHAT IS "VESTING"?

VESTING IN THE PLAN

ARTICLE VII
This section is not applicable. The Plan provides 100% vesting at all times.

EMPLOYMENT AND AM AM ALATER RETIRED?
WHAT HAPPENS TO NON-VESTED MONEY IF I TERMINATE MY

Plan.
The Plan provides 100% vesting at all times. No forfeitures will arise under this
becoming entitled to 100% of the accounts derived from I.A.'s contributions.

"Forfeitures" are created when a Participant terminates employment before

WHAT ARE "FORFEITURES"?
Contributions will be fully vested.
while still employed by I.A., the portion of your accounts derived from Employer
D. Normal Retirement: Upon your Normal Retirement age (see section 8.01)
and will be adequately secured by your vested interest in the Plan.

A. Requirements. Loans will be made available to all Participants on a reasonable and equitable basis, not be made available to highly compensated employees in an amount greater than that of other employees, will bear a reasonable rate of interest, and is subject to the restrictions of this section and those contained in the annuity writing and is subject to the restrictions of this section and those contained in the annuity writing.

You may apply to the Plan Administrator for a loan. Your application must be in

DOES THE PLAN PROVIDE FOR PARTICIPANT LOANS?

The plan is designed to encourage you to stay with IALTA until retirement. If you terminate your employment prior to retirement, you will be entitled to the vested balance, if any, made by IALTA to your account. Non-vested contributions are forfeited.

SERVICES

WHAT BENEFITS ARE PROVIDED UPON MY SEPARATION FROM EMPLOYMENT?

Under this Plan, Disability is defined as a Participant's inability to engage in any substantial gainful activity by reason of any medically determinable physical or mental impairment that can be expected to result in death or which has lasted or can be expected to last for a continuous period of not less than 12 months. You will be considered disabled only if the performance and degree of such impairment is supported by medical evidence.

WHAT IS „DISABLED‟?

B. Early Retirement Date. Your Early Retirement Date is the first day of the first month after you reach your Early Retirement Age.

A. Early Retirement Age. Your Early Retirement Age is the date on which you reach age 55.

WHAT IS „EARLY RETIREMENT‟?

B. Normal Retirement Date. Your Normal Retirement Date is the first day of the first month after you reach your Normal Retirement Age.

A. Normal Retirement Age. Your Normal Retirement Age is the date on which you reach age 65.

WHAT IS „NORMAL RETIREMENT‟?

BENEFITS UNDER THE PLAN

ARTICLE VIII
Participations in similar circumstances ADMINISTRATOR makes such determinations in a manner that is uniform and consistent for all cases of hardship will be based on the merits of each individual case provided that the Plan administrator will be required to provide any evidence of the circumstances surrounding your request for a hardship distribution. The Plan administrator will review your request for a hardship withdrawal. You will be provided with a copy of all plans of the employer.

Under the terms of the Plan, you may elect to withdraw part or all of your elective contributions (excluding the earnings thereon) in the event of hardship. A "hardship" definition accounts (excluding the earnings thereon) in the event of hardship. A "hardship" is defined as an immediate and heavy financial need for which you lack other reasonably available resources. A hardship distribution will be considered an immediate and heavy financial need if the amount of the distribution is not in excess of the amount necessary to meet the immediate need and you have exhausted all other distributions and loans, which are available to you from all plans of the employer.

8.06 DOES THE PLAN ALLOW HARDSHIP WITHDRAWALS?

Separation from Service

Benefits which paid as a result of any distributable event (disability, death, retirement, etc. unless otherwise defined) will be distributed in a lump sum payment. If the loan is made, a loan may not exceed your vested account balances at the date the loan is made. In any event, a loan may not exceed $20,000 until 12 months after the date of the $20,000 loan. Additional loans may not exceed $20,000 until 12 months after the date of the $20,000 loan. For example, if you borrowed $20,000 from the Plan 6 months ago, you may not borrow $20,000 for the new loan. For example, if you borrowed $20,000 from the Plan 6 months ago, you may not borrow $20,000 for the new loan. If the Plan during the one-year period ending on the day before the date on which you applied for the Plan, the was reduced by the highest outstanding balance of the Plan, the annual loan limit is reduced by the highest outstanding balance of the Plan at the time, or if the loan exceeds the lesser of $50,000 or 1/2 of your vested interest in the Plan. If the loan exceeds the lesser of $50,000 or 1/2 of your vested interest in the Plan, the loan is not available. The interest on all loans make from the Plan is applicable. Maximum Amount Available. The interest on all loans make from the Plan may be suspended.

C. Necessity for Repayment. You will be required to sign a note which will be

Employee Elective Deferrals

B. Source of Loans. Loans will be made available from the following accounts:
TREATMENT OF DISTRIBUTIONS OF DIFFERENT AMOUNTS RECEIVED SPECIAL TERMINATION OF EMPLOYMENT WITH IALA

9.03

The vesting portion of your accounts derived from Employer Contributions will be available for distribution at any time after your termination of employment with IALA. The portion of your accounts derived from Employer Contributions will be available for distribution at any time after your termination of employment with IALA. The portion of your accounts derived from Employer Contributions will be available for distribution at any time after your termination of employment with IALA.

A. Effective Date. The portion of your accounts derived from Employer Contributions will be available for distribution at any time after your termination of employment with IALA. The portion of your accounts derived from Employer Contributions will be available for distribution at any time after your termination of employment with IALA.

B. Contributions Made by IALA. The portion of your accounts derived from Employer Contributions will be available for distribution at any time after your termination of employment with IALA.

9.02

UNDER WHAT CIRCUMSTANCES ARE DISTRIBUTIONS AVAILABLE TO ME AFTER I TERMINATE EMPLOYMENT WITH IALA

(2) after you reach age 59-1/2.

(1) in the event of hardship (see section 8.06) or,

under the following circumstances:

A. Effective Date. The portion of your accounts derived from Employer Contributions will be available for distribution at any time after your termination of employment with IALA.

B. Contributions Made by IALA. The portion of your accounts derived from Employer Contributions will be available for distribution at any time after your termination of employment with IALA.

9.01

BENEFIT PAYMENT OPTIONS

ARTICLE IX
9.05 ARE MY PLAN BENEFITS INSURED?

Complicated professional advice should be obtained.

Insufficient distributions will be subject to a 50% penalty tax, based on the amount of shortfall. Since this penalty is very severe, and the IRS governing distributions are complex, competent professional advice should be obtained.

9.04 WHEN MUST MY BENEFITS BE PAID?

A. Required Beginning Date. Unless you elect otherwise, distribution of your benefits will begin within 60 days after the plan year in which the latest of the following occurs:

1. Your attainment of the earlier of age 65 or normal retirement age (see section 8.01); or
2. Your termination of employment with [JAL].

B. Later Beginning Date. Other than any vested benefits you had prior to

48

"Deferred benefit plan and thus is not insured by the PBGC."

The Pension Benefit Guaranty Corporation (PBGC) is a government agency that
mandatory 20% Federal Income tax withholding. If you received a "direct rollover" the distribution will not be subject to taxes. If you receive funds from the trustee custodian of issuer of the IRA or 403(b) receiving the funds payable to you from the trustee custodian you may have a distribution from the Plan paid directly to an IRA or another 403(b) by the parties or Plan Administrator. The distribution check is made payable to the trustee custodian or issuer of the IRA or 403(b) and should be due by transacting a rollover to an IRA (individual retirement account/annuity) or another retirement plan distribution that do not meet the minimum Internal Revenue Code required minimum plan distributions that do not meet the minimum Internal Revenue Code required minimum distribution. A five percent excise tax imposed on all distributions and required distributions beginning date (see section 9.04).

C. Required Minimum Distributions. A five percent excise tax is imposed on distributions or required minimum distributions that do not meet the minimum Internal Revenue Code requirement. Generally, if the distribution is $10,000.00 or more, the IRS will calculate the excise tax.

B. Excess Distributions. Generally, a fifteen percent excise tax is imposed on any excess distribution in any calendar year from any combination of "qualified domestic relations order" (see section 10.02). When you reach age 59 1/2, the withdrawal is to cover tax deductible, uninsured medical expenses.

(5) if the withdrawal is to cover tax deductible, uninsured medical expenses:

(4) age 59-1/2:

(3) Separation from Service during or after the year in which you reach age 55:

(2) Disability:

(1) death:

(7) If pursuant to a qualified Domestic Relations Order (see section 10.02), such payments must continue until you reach age 59 1/2 and last at least five years:

(6) in the form of an annuity based on the expectancy or in the form of a lump sum:

(5) if the withdrawal is to cover tax deductible, uninsured medical expenses.

(4) age 59-1/2:

(3) Separation from Service during or after the year in which you reach age 55:

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(5) if the withdrawal is to cover tax deductible, uninsured medical expenses:

(4) age 59-1/2:

(3) Separation from Service during or after the year in which you reach age 55:

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(1) death:

(7) If pursuant to a qualified Domestic Relations Order (see section 10.02), such payments must continue until you reach age 59 1/2 and last at least five years:

(6) in the form of an annuity based on the expectancy or in the form of a lump sum:

(5) if the withdrawal is to cover tax deductible, uninsured medical expenses:

(4) age 59-1/2:

(3) Separation from Service during or after the year in which you reach age 55:

(2) Disability:

(1) death:

(7) If pursuant to a qualified Domestic Relations Order (see section 10.02), such payments must continue until you reach age 59 1/2 and last at least five years:

(6) in the form of an annuity based on the expectancy or in the form of a lump sum:

(5) if the withdrawal is to cover tax deductible, uninsured medical expenses:

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(3) Separation from Service during or after the year in which you reach age 55:

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(4) age 59-1/2:

(3) Separation from Service during or after the year in which you reach age 55:

(2) Disability:

(1) death:
carefully and consult your tax advisor before making your distribution election. You will be provided information regarding direct rollovers and mandatory withholding when you request a distribution. It is important that you review this information

Within 60 days of the date you received the distribution, you will have to replace the $2,000 rollover that amount to an IRA. Otherwise, the $2,000 withheld will be taxable income within the same 60 day period. A will have to replace the $2,000

Within the same 60 day period, A will receive a check for $8,000, representing mandatory 20% withholding of $2,000. A then has 60 days to rollover the $8,000 to an IRA to avoid tax on

If A elects to personally receive the $10,000 distribution, the following will occur:

Example: A is eligible to receive a $10,000 distribution from the 403(b).

If A elects a direct rollover, the $10,000 will be paid by the 403(b) directly to A, s IRA or other

(a) an amount obtained from funds on hand which is equal to the 20%

(b) the 80% of the distribution you receive; plus

IRA: 

Participant Rollovers: If you elect to personally receive a distribution
that you would be eligible for a distribution from the Plan.

This Plan will permit a distribution to an Alleluia Payee prior to the earliest time
permits an earlier distribution to the Alleluia Payee.

the earliest time that you would be eligible for a distribution from the Plan, unless the Plan
order generally cannot require the Plan to permit a distribution to an Alleluia Payee prior to the
order to make any payments from your accounts pursuant to it. To be a valid ODRQ, the
payee is required to notify you upon receipt of a ODRQ and is required to determine its validity.

A QDRO (or QDRO) is defined as a court order of decree that requires you to pay
child support or alimony, or otherwise allocates a portion of your assets to a spouse, former
spouse, child or other legal dependent (Alleluia Payee). If the administrator receives a

There is an exception to this rule. The Plan Administrator may be required to

interfere with your accounts. In essence, your creditors may not attach, garnish or otherwise

debt, or otherwise transferred. Also, your creditors may not levy, attach, garnish or otherwise

giess as an exception to this rule. However, the Plan Administrator may be required to

10.02 WHAT IS A "QUALIFIED DOMESTIC RELATIONS ORDER (QDRO)?"

At a general rule, the law provides that your interest in your accounts may not be

your claim is denied.

any such request for review within 60 days of the receipt and must give specific reasons if

in writing to the Life Insurance Company, which must respond in writing to

your appeal. Any such denial by the Life Insurance Company must furnish you with written

if your application is denied, the Life Insurance Company will respond to any such application within a

your application for benefits must be made to the Life Insurance Company that has

issued the annuity contract under which the benefits are payable. You must provide the

the claims review procedure.

ARTICLE X

WHAT CLAIMS PROCEDURES APPLY TO ANNUITY CONTRACT?
contracts to a successor plan. If you so direct, all amounts credited to your accounts will become 100% vested.

Upon termination, the insurance company(ies) or other financial institutions holding all amounts credited to your accounts will become vested.

11.02 CAN THE PLAN BE TERMINATED?

A plan may terminate the Plan at any time, at its sole discretion. Upon termination, your Plan's vesting schedule is amended, and you have at least 3 years of service, you may elect to have your vested percentage computed using the pre-amendment schedule.

A plan may amend the Plan at any time, at its sole discretion. However, no amendment may result in a reduction of any participant's vested interest or cause any participant and their beneficiaries any prejudice or loss.

11.01 CAN THE PLAN BE AMENDED?

ARTICLE XI

AMENDMENT AND TERMINATION OF THE PLAN

A plan administrator if you believe this provision may apply to you, other benefits. If you leave the service of ILTA to perform military service, and then return to ILTA, then return to ILTA.

THE RETURN TO ILTA

WHAT HAPPENS IF I LEAVE ILTA TO PERFORM MILITARY SERVICE. AND

ARTICLE XI

MISCELLANEOUS PROVISIONS