

Kades-Margolis Corporation 403(b) Plan Consulting Service Agreement

Employer Admin Services, Inc has agreed to perform all services under this Third Party Administration Agreement at no charge to the Client based on the following:

Universal Availability Required Education

The IRS requires that the Client's employees be given an effective opportunity to participate in the Client's 403(b) Plan. To satisfy that requirement the Client shall:

1. Permit Kades-Margolis Corporation to prepare and exclusively present a vendor-neutral PowerPoint about 403(b) Tax Sheltered Accounts that will:
 - a. Include information about what a 403(b) Tax Sheltered Account is;
 - b. Explain why the employee should participate in the Client's 403(b) program;
 - c. List what vendors are approved in the Client's 403(b) Plan Document for participation;
 - d. Review any other pertinent information contained in the Client's 403(b) Plan Document; and,
 - e. Explain how the employee who wishes to participate can initiate the process.
2. At least once each year, at a mandatory meeting(s), permit a representative of Kades-Margolis Corporation to present the PowerPoint to all employees and to distribute a Summary Plan Document (SPD) that contains the text of the PowerPoint, along with any other pertinent information pertaining to the Client's 403(b) Plan.
 - a. The annual presentation shall be at an all-staff inservice program or other mandatory meeting(s) established by the Client for all employees.
 - i. The presentation shall be presented, and SPD distributed, to new employees if the Client has new employee meeting(s) separate from the all-staff meeting.
3. Permit EAS and Kades-Margolis to participate in any and all events (such as Health Fairs, etc.) where other approved 403(b) TSA vendors are invited to participate.
4. Permit Kades-Margolis to utilize school facilities to host annual voluntary meeting(s) for those employees who are contemplating retirement. These educational meetings will provide potential retirees with information about how their retirement will affect their 403(b) program under the Client's 403(b) Plan Document and will review the various options that are available to retirees regarding their 403(b) accounts.

Named Vendors and Payroll Slots

In its 403(b) Plan Document, along with other vendors approved by the Client, the Client agrees to name as approved vendors, and to establish and maintain 403(b) payroll slots for, Kades-Margolis Corporation, Security Benefit, and other 403(b) vendors endorsed by the Pennsylvania Association of Elementary School Principals and the Pennsylvania State Education Association marketed through Kades-Margolis Corporation.

Other Employer Plan Programs

If the Client considers other employer plan programs in the future, Client agrees to examine and consider employer plans and programs offered by KMC prior to making a selection for Client's employees. Such plans and programs include: 403(b) Severance Pay Programs, a Section 457 Deferred Compensation Plan, a Section 125 Flexible Spending Plan, a Health Reimbursement Account Program, a Long-Term Care Program, a Roth 403(b) program, Life Insurance, etc.

Extraordinary Charges

If extraordinary services are required due to the failure of the Client to perform its duties under this Service Agreement, or upon request of the Client, an hourly extraordinary services fee may be charged the Client at the basic rate of \$50.00 per hour.

CLIENT:

By: _____

Title: _____
(Authorized Client Representative)

Date: _____

KADES-MARGOLIS CORPORATION

By: _____

Title: _____
(Authorized Kades-Margolis Corporation Signature)

Date: _____