

Board Office Use: Legislative File Info.	
File Number	15-0585
Introduction Date	4/1/2015
Enactment Number	
Enactment Date	



**OAKLAND UNIFIED
SCHOOL DISTRICT**

Community Schools, Thriving Students

Memo

To Board of Education
From Vernon Hal, Senior Business Officer
 Brigitte Marshall, Chief Talent Officer
 Jacqueline P. Minor, General Counsel

Board Meeting Date April 1, 2015

Subject Authorizing the Oakland Unified School District to Implement the Public Agency Retirement Services Supplemental Retirement Plan for Certain CALPERS District Employees, Namely, Aide-Special Education, IA-Special Education, Custodial Health Aide, and Intervention Specialist; Authorizing An Agreement For Administrative Services For Design And Administration of the Supplementary Retirement Plan Based On Fees Specified In Said Agreement And Requiring A Report From Superintendent Of Schools, As Specified In Said Resolution

Action Requested Adopt Resolution No. 1415-1096 - Authorizing the Oakland Unified School District to Implement the Public Agency Retirement Services Supplemental Retirement Plan for Certain CALPERS District Employees, Namely, Aide-Special Education, IA-Special Education, Custodial Health Aide, and Intervention Specialist; Authorizing An Agreement For Administrative Services For Design And Administration of the Supplementary Retirement Plan Based On Fees Specified In Said Agreement And Requiring A Report From Superintendent Of Schools, As Specified In Said Resolution

Background The District has previously worked with Public Agency Retirement Services (PARS) to design a Supplementary Retirement Plan (SRP), a retirement incentive that may encourage certain, specifically described employees to retire early.

As the administrator of the Supplementary Retirement Plan (SRP), PARS will assist the District in the initial design, perform plan communication and enrollment, and conduct all ongoing administration of the program. PARS will hold orientation meetings at District locations to provide information regarding the program to eligible employees and will be available for questions and additional information throughout the enrollment period. Pacific Life Insurance Company will serve as the plan insurer. Pacific Life is rated excellent, very strong and superior by the Rating Agencies.

PARS administers the third largest multiple employer public retirement system in California. Over 125 California school districts, including as the Los Angeles Unified School District, Long Beach Unified School District, Rialto Unified School District, Sacramento Unified School District, San Diego Unified School District and others are members of PARS.

Board Office Use: Legislative File Info.	
File Number	15-0585
Introduction Date	4/1/2015
Enactment Number	15-0430
Enactment Date	4-1-15 <i>Y</i>



**OAKLAND UNIFIED
SCHOOL DISTRICT**

Community Schools, Thriving Students

Memo

To Board of Education
From Vernon Hal, Senior Business Officer
 Brigitte Marshall, Chief Talent Officer
 Jacqueline P. Minor, General Counsel

Board Meeting Date April 1, 2015

Subject Authorizing the Oakland Unified School District to Implement the Public Agency Retirement Services Supplemental Retirement Plan for Certain CALPERS District Employees, Namely, Aide-Special Education, IA-Special Education, Custodial Health Aide, and Intervention Specialist; Authorizing An Agreement For Administrative Services For Design And Administration of the Supplementary Retirement Plan Based On Fees Specified In Said Agreement And Requiring A Report From Superintendent Of Schools, As Specified In Said Resolution

Action Requested Adopt Resolution No. 1415-1096 - Authorizing the Oakland Unified School District to Implement the Public Agency Retirement Services Supplemental Retirement Plan for Certain CALPERS District Employees, Namely, Aide-Special Education, IA-Special Education, Custodial Health Aide, and Intervention Specialist; Authorizing An Agreement For Administrative Services For Design And Administration of the Supplementary Retirement Plan Based On Fees Specified In Said Agreement And Requiring A Report From Superintendent Of Schools, As Specified In Said Resolution

Background The District has previously worked with Public Agency Retirement Services (PARS) to design a Supplementary Retirement Plan (SRP), a retirement incentive that may encourage certain, specifically described employees to retire early.

As the administrator of the Supplementary Retirement Plan (SRP), PARS will assist the District in the initial design, perform plan communication and enrollment, and conduct all ongoing administration of the program. PARS will hold orientation meetings at District locations to provide information regarding the program to eligible employees and will be available for questions and additional information throughout the enrollment period. Pacific Life Insurance Company will serve as the plan insurer. Pacific Life is rated excellent, very strong and superior by the Rating Agencies.

PARS administers the third largest multiple employer public retirement system in California. Over 125 California school districts, including as the Los Angeles Unified School District, Long Beach Unified School District, Rialto Unified School District, Sacramento Unified School District, San Diego Unified School District and others are members of PARS.



The District is studying the feasibility of offering an early retirement incentive in 2014-2015 to Aide-Special Education, IA-Special Education, Custodial Health Aide, and Intervention Specialist to better serve students and for increased operational effectiveness.

Discussion

The Supplementary Retirement Plan (SRP) would provide participating employees with a monthly benefit of 75% of their final year salary, paid over a five-year period. The program requires all participating employees to retire from the District on June 30, 2015. To be eligible for the program, the employee must be:

- Employed in one of the following job classifications or specifically designated:
- Employed by the District as of June 30, 2015; and
- A minimum of 60 years of age with at least 5 years of District service as of June 30, 2015.
- Regardless of age, employees in the position description called "Custodial Health Aide" as of the date this Resolution is adopted by the Board.

The following is the proposed implementation timeline:

- Board adopted resolution to approve Plan (April 1, 2015)
- Enrollment packets mailed to eligible employees (April 6, 2015)
- Employee orientation meetings (Mid to late April 2015)
- Employee Workshops (early to mid-May 2015)
- Enrollment window closed (May 21, 2015)
- Board action authorizing implementation of the Plan (May 27, 2015)
- Employees resign/retire from District employment on or before (effective June 30, 2015)
- PARS benefits commence (August 1, 2015)

Recommendation

Adopt Resolution No. 1415-1096 - Authorizing the Oakland Unified School District to Implement the Public Agency Retirement Services Supplemental Retirement Plan for Certain CALPERS District Employees, Namely, Aide-Special Education, IA-Special Education, Custodial Health Aide, and Intervention Specialist; Authorizing An Agreement For Administrative Services For Design And Administration of the Supplementary Retirement Plan Based On Fees Specified In Said Agreement And Requiring A Report From Superintendent Of Schools, As Specified In Said Resolution

Fiscal Impact

Assuming participation by the 82 employees who meet the criteria, we project that the fiscal impact will be \$257,000 or \$1.28 Million over the five year term of the Plan. A final analysis based on the



**OAKLAND UNIFIED
SCHOOL DISTRICT**

Community Schools, Thriving Students

actual enrolled employees will be presented to the Board after the close of the enrollment window. If the Plan is implemented, PARS' administrative fee is 4.40% of all premiums paid on behalf of Participants in the Plan. If the District cancels the plan due to insufficient participation, a one-time fee of \$5,000 will be due to PARS.

Attachments

- Resolution No. 1415-1096
- Agreement with PARS for Administrative Services

**RESOLUTION
OF THE
BOARD OF EDUCATION
OF THE
OAKLAND UNIFIED SCHOOL DISTRICT**

RESOLUTION NO. 1415-1096

Authorizing the Oakland Unified School District to Implement the Public Agency Retirement Services Supplemental Retirement Plan for Certain CALPERS District Employees, Namely, Aide-Special Education, IA-Special Education, Custodial Health Aide, and Intervention Specialist

WHEREAS Public Agency Retirement Services (PARS) has made available to the District a Supplementary Retirement Plan, a retirement incentive program supplementing CalPERS, and qualifying under the relevant sections of Section 403(b) of the Internal Revenue Code;

WHEREAS, it is determined that to better serve students and for increased operational effectiveness, it is in the best interests of the District and its employees to provide a retirement incentive offer to certain eligible employees, specifically the four following job classifications: Aide-Special Education, IA-Special Education, Custodial Health Aide, and Intervention Specialist, who wish to voluntarily exercise their option to separate from District Service;

WHEREAS there is no cash option available to employees in lieu of this retirement incentive offer;

WHEREAS the District, pursuant to applicable policy and/or a collective bargaining agreement, desires to adopt the Supplementary Retirement Plan and to fund the incentive through non-elective employer, post-employment contributions to the PARS designated 403(b) provider.

WHEREAS, the Supplementary Retirement Plan provides participating classified employees with a monthly annuity benefit program funded by the District with a contribution equivalent to 75% of their base final salary, paid over a minimum five-year period; and

WHEREAS, to be eligible for the program, the employee must be:

- 1) Employed by the District as of June 30, 2015;
- 2) A minimum of 60 years of age with at least 5 years of District service as of June 30, 2015; and
- 3) Regardless of age, employees in the position description called "Custodial Health Aide" as of the date this Resolution is adopted by the Board.

WHEREAS, the following is the implementation timeline for the retirement incentive program:

- 1) Board adopted resolution to approve Plan (April 1, 2015);
- 2) Enrollment packets mailed to eligible employees (April 6, 2015);
- 3) Employee orientation meetings (Mid to late April 2015);
- 4) Employee Workshops (early to mid-May 2015);
- 5) Enrollment window closed (May 21, 2015);
- 6) Board action authorizing implementation of the Plan (May 27, 2015);
- 7) Employees resign/retire from District employment (effective June 30, 2015);
and
- 8) PARS benefits commence (August 1, 2015); and

NOW THEREFORE, BE IT RESOLVED THAT:

1. The Governing Board of Education of the District hereby adopts the PARS Supplementary Retirement Plan, as part of the District Retirement Program, effective April 1 2015, and authorizes the District to implement the 2014-15 SRP Plan; and
2. The retirement incentive must meet the District's operational objectives as set forth above in order for the plan to go into effect. If these objectives are not reached, the District may withdraw the retirement incentive. If the District withdraws the retirement incentive, resignations may be rescinded; and
3. The Board of Education of the District hereby appoints the Chief Talent Officer or her successor or designee as the District's Plan Administrator; and
4. Subject to approval as to form by the District's General Counsel, the District's PARS Plan Administrator is hereby authorized to execute the contracts, custodial agreement facilitating the payment of contributions to the 403(b) arrangement, and other legal documents related to a trust or the plan on behalf of the District and to take whatever additional actions are necessary to maintain the District's participation in the plan and to maintain compliance of any relevant regulations issued

PASSED AND ADOPTED by the Governing Board of the Oakland Unified School District this 1st day of April, 2015; by the following vote, to wit:

AYES: Aimee Eng, Jumoke Hinton Hodge, Nina Senn, Roseann Torres, Shanthi Gonzales, Vice President Jody London and President James Harris

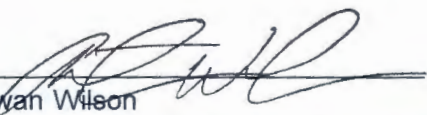
NOES: None

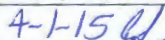
ABSTAINED: None

ABSENT: None

CERTIFICATION

I, Antwan Wilson, Superintendent and Secretary of the Governing Board of the Oakland Unified School District, Alameda County, State of California, do hereby certify that the foregoing Resolution was duly approved and adopted by the Governing Board of said District at a meeting thereof held on the 1st day of April, 2015 with a copy of such Resolution being on file in the Office of the Governing Board of said District.


Antwan Wilson
Superintendent and Secretary, Governing Board

Board Office Use: Legislative File Info.	
File ID Number	15-0585
Introduction Date	4/1/2015
Enactment Number	15-0430
Enactment Date	4-1-15 

AGREEMENT FOR ADMINISTRATIVE SERVICES

This agreement ("Agreement") is made this 1st day of April, 2015, by and between Phase II Systems, a corporation organized and existing under the laws of the State of California, doing business as Public Agency Retirement Services (hereinafter "PARS") and the Oakland Unified School District ("Agency").

WHEREAS, the Agency is desirous of retaining PARS to act as administrator to assist the Agency in the establishment of early retirement incentive programs through contributions to purchase an *IRC 403(b)* fixed annuity contract (the "Plan"), for the benefit of Agency's eligible employees and their beneficiaries ("Participants"); and

WHEREAS, the Agency wishes for PARS to provide consulting, analytical, and administrative services necessary to implement the Plan; and

WHEREAS, in performance of the duties set forth hereinafter PARS shall designate from time to time a custodian and/or trustee to receive Employer Plan contributions ("Custodian") designated for Participants; and

WHEREAS, in performance of the duties set forth hereinafter, PARS shall designate from time to time an insurance company for the purpose of paying Participants a specified amount of money on a regular basis over a specified period of time ("Insurance Company") pursuant to the terms of the Plan.

NOW THEREFORE, the parties agree:

1. **Services.** PARS will provide the services pertaining to the Plan as described in the exhibit attached hereto as "Exhibit 1A" ("Services") in a timely manner, subject to the further provisions of this Agreement.
2. **Fees for Services.** PARS will be compensated for performance of the Services as described in the exhibit attached hereto as "Exhibit 1B".
3. **Payment Terms.** Payment for the Services will be remitted directly from contributions for the Plan that Agency has made to the Custodian unless otherwise stated in Exhibit 1B. In the event that the Agency chooses to make payment directly to PARS, it shall be the responsibility of the Agency to remit payment directly to PARS based upon an invoice prepared by PARS and delivered to the Agency. If payment is not received by PARS within thirty (30) days of the invoice delivery date, the balance due shall bear interest at the rate of 1.5% per month.
4. **Fees for Services Beyond Scope.** Fees for services beyond those specified in this Agreement will be billed to the Agency at the rates indicated in the PARS standard fee schedule in effect at the time the services are provided and shall be payable as described in Section 3 of this Agreement. Before any such services are performed, PARS will provide the Agency with a detailed description of the services, terms, and applicable rates for such services. Such services, terms, and applicable rates shall be agreed upon in writing and executed by both parties.

5. **Information Furnished to PARS.** PARS will provide the Services contingent upon the Agency's providing PARS the information specified in the exhibit attached hereto as "Exhibit 1C" ("Data"). It shall be the responsibility of the Agency to certify the accuracy, content and completeness of the Data so that PARS may rely on such information without further audit. It shall further be the responsibility of the Agency to deliver the Data to PARS in such a manner that allows for a reasonable amount of time for the Services to be performed. Unless specified in Exhibit 1A, PARS shall be under no duty to question Data received from the Agency, to compute contributions made to the Plan, to determine or inquire whether contributions are adequate to meet and discharge liabilities under the Plan, or to determine or inquire whether contributions made to the Plan are in compliance with the Plan or applicable law. In addition, PARS shall not be liable for non-performance of Services to the extent such non-performance is caused by or results from erroneous and/or late delivery of Data from the Agency. In the event that the Agency fails to provide Data in a complete, accurate and timely manner and pursuant to the specifications in Exhibit 1C, PARS reserves the right, notwithstanding the further provisions of this Agreement, to terminate this Agreement upon no less than ninety (90) days written notice to the Agency.
6. **Suspension of Contributions.** In the event contributions are suspended, either temporarily or permanently, prior to the complete discharge of PARS' obligations under this Agreement, PARS reserves the right to bill the Agency for Services under this Agreement at the rates indicated in PARS' standard fee schedule in effect at the time the services are provided, subject to the terms established in Section 3 of this Agreement. Before any such services are performed, PARS will provide the Agency with written notice of the subject services, terms, and an estimate of the fees therefore.
7. **Records.** During the term of this Agreement, and for a period of five (5) years after termination of this Agreement, PARS shall provide duly authorized representatives of the Agency access to all records and material relating to calculation of PARS' fees under this Agreement. Such access shall include the right to inspect, audit and reproduce such records and material and to verify reports furnished in compliance with the provisions of this Agreement. All information so obtained shall be accorded confidential treatment as provided under applicable law.
8. **Confidentiality.** Without the Agency's consent, PARS shall not disclose any information relating to the Plan except to duly authorized officials of the Agency and to parties retained by PARS to perform specific services within this Agreement. The Agency shall not disclose any information relating to the Plan to individuals not employed by the Agency without the prior written consent of PARS, except as such disclosures may be required by applicable law.
9. **Independent Contractor.** PARS is and at all times hereunder shall be an independent contractor. As such, neither the Agency nor any of its officers, employees or agents shall have the power to control the conduct of PARS, its officers, employees or agents, except as specifically set forth and provided for herein. PARS shall pay all wages, salaries and other amounts due its employees in connection with this Agreement and shall be responsible for all reports and obligations respecting them, such as social security, income tax withholding, unemployment compensation, workers' compensation and similar matters.
10. **Indemnification.** PARS and Agency hereby indemnify each other and hold the other harmless, including their respective officers, directors, employees, agents and attorneys, from

any claim, loss, demand, liability, or expense, including reasonable attorneys' fees and costs, incurred by the other as a consequence of PARS' or Agency's, as the case may be, acts, errors, or omissions with respect to the performance of their respective duties hereunder.

11. **Compliance with Applicable Law.** The Agency shall observe and comply with federal, state and local laws in effect when this Agreement is executed, or which may come into effect during the term of this Agreement, regarding the administration of the Plan. PARS shall observe and comply with federal, state and local laws in effect when this Agreement is executed, or which may come into effect during the term of this Agreement, regarding Plan administrative services provided under this Agreement.
12. **Applicable Law.** This Agreement shall be governed by and construed in accordance with the laws of the State of California. In the event any party institutes legal proceedings to enforce or interpret this Agreement, venue and jurisdiction shall be in any state court of competent jurisdiction.
13. **Force Majeure.** When satisfactory evidence of a cause beyond a party's control is presented to the other party, and nonperformance was unforeseeable, beyond the control and not due to the fault of the party not performing, a party shall be excused from performing its obligations under this Agreement during the time and to the extent that it is prevented from performing by such cause, including but not limited to: any incidence of fire, flood, acts of God, acts of terrorism or war, commandeering of material, products, plants or facilities by the federal, state or local government, or a material act or omission by the other party.
14. **Ownership of Reports and Documents.** The originals of all letters, documents, reports, and data produced for the purposes of this Agreement shall be delivered to, and become the property of the Agency. Copies may be made for PARS but shall not be furnished to others without written authorization from Agency.
15. **Designees.** The Agency, or their designee, shall have the authority to act for and exercise any of the rights of the Agency as set forth in this Agreement, subsequent to and in accordance with the written authority granted by the Governing Board of the Agency through adoption of a Resolution, a copy of which writing shall be delivered to PARS. Any officer of PARS, or his or her designees, shall have the authority to act for and exercise any of the rights of PARS as set forth in this Agreement.
16. **Notices.** All notices hereunder and communications regarding the interpretation of the terms of this Agreement, or changes thereto, shall be effected by delivery of the notices in person or by depositing the notices in the U.S. mail, registered or certified mail, return receipt requested, postage prepaid and addressed as follows:
 - (A) To PARS: PARS; 4350 Von Karman Avenue, Suite 100, Newport Beach, CA 92660; Attention: President
 - (B) To Agency: Oakland Unified School District; 1000 Broadway, Oakland, CA 94607; Attention: Chief Talent Officer/Associate Superintendent, Human ResourcesNotices shall be deemed given on the date received by the addressee.
17. **Term of Agreement.** This Agreement shall remain in effect for the period beginning April 1, 2015 and ending March 31, 2020 ("Term"). This Agreement will continue unchanged for

successive twelve-month periods following the Term unless either party gives written notice to the other party of the intent to terminate prior to ninety (90) days before the end of the Term.

- 18. **Amendment.** This Agreement may not be amended orally, but only by a written instrument executed by the parties hereto.
- 19. **Entire Agreement.** This Agreement, including exhibits, contains the entire understanding of the parties with respect to the subject matter set forth in this Agreement. In the event a conflict arises between the parties with respect to any term, condition or provision of this Agreement, the remaining terms, conditions and provisions shall remain in full force and legal effect. No waiver of any term or condition of this Agreement by any party shall be construed by the other as a continuing waiver of such term or condition.
- 20. **Attorney's Fees.** In the event any action is taken by a party hereto to enforce the terms of this Agreement, the prevailing party therein shall be entitled to receive its reasonable attorney's fees.
- 21. **Counterparts.** This Agreement may be executed in any number of counterparts, and in that event, each counterpart shall be deemed a complete original and be enforceable without reference to any other counterpart.
- 22. **Headings.** Headings in this Agreement are for convenience only and shall not be used to interpret or construe its provisions.
- 23. **Effective Date.** This Agreement shall be effective on the date first above written, and also shall be the date the Agreement is executed.
- 24. **Further Acts.** The Parties shall execute all such further and additional documents as shall be reasonable, convenient, necessary, or desirable to carry out the provisions of this Agreement, including but not limited to any Custodial Agreement and/or Trust Agreement as shall be required by PARS and/or the Custodian/Trustee.

AGENCY:

BY:

Brigitte Marshall

Brigitte Marshall

TITLE:

Chief Talent Officer/
Associate Superintendent, Human Resources

DATE:

OAKLAND UNIFIED SCHOOL DISTRICT
Office of General Counsel
APPROVED FOR FORM & SUBSTANCE
BY: *J. J. [Signature]*
Attorney at Law

PARS:

BY:

Tod Hammeras

TITLE:

Chief Financial Officer

DATE:

EXHIBIT 1A
SERVICES

PARS will provide the following services for the Oakland Unified School District:

1. Plan Consultation Services:
 - (A) Meeting with Agency personnel to discuss the impact to the Agency of implementing a Plan;
 - (B) If appropriate, completing a fiscal analysis, based on data and assumptions provided by Agency, to determine the fiscal feasibility of a Plan;
 - (C) Meeting with Agency personnel to discuss the fiscal analysis and receive feedback on the analysis, data, and assumptions made;
 - (D) Making appropriate revisions to the fiscal analysis as directed by Agency.
2. Plan Installation Services:
 - (A) Meeting with Agency personnel to finalize plan provisions, implementation timelines, benefit communication strategies, data reporting and contribution submission requirements;
 - (B) Providing the necessary analysis and advisory services to finalize these elements of the Plan;
 - (C) Providing the documentation needed to establish the Plan to be reviewed and approved by Agency legal counsel. Resulting final Plan documentation must be approved by the Agency prior to the commencement of PARS Plan Administration Services outlined in Exhibit 1A, paragraph 3 below.
3. Plan Administration Services:
 - (A) Monitoring the receipt of Plan contributions made by the Agency to the Custodian, based upon information received from the Agency and the Custodian;
 - (B) Performing periodic accounting of custodial assets, including the allocation of employer contributions, payments to the Insurance Company, investment activity and expenses (if applicable), based upon information received from the Agency and/or Custodian;
 - (C) Acting as ongoing liaison between the Participant and the Agency in regard to the Plan, which shall include use by the Participants of toll-free telephone communication to PARS;
 - (D) Producing benefit illustrations and processing enrollments;
 - (E) Coordinating the processing of contribution payments to the Insurance Company pursuant to authorized written Agency certification of eligibility, authorized direction by the Agency, and the provisions of the Plan, and, to the extent possible, based upon Agency-provided Data;
 - (F) Coordinating actions with the Custodian as directed by the Plan Administrator within the scope of this Agreement.

4. PARS is not licensed to provide and does not offer tax, accounting, legal, investment or actuarial advice.
5. Any analysis provided by PARS is subject to the receipt of accurate information and assumptions as may be provided by Agency. The Agency is responsible for integrating the PARS analysis into any Agency budgetary analysis or decision-making processes. The fiscal projections in the PARS analysis are dependent upon future experience conforming to the assumptions used and the results will be altered to the extent that future experience deviates from these assumptions. It is certain that actual experience will not conform exactly to the assumptions used in the analysis.

EXHIBIT 1B
FEES FOR SERVICES

PARS will be compensated for performance of Services, as described in Exhibit 1A based upon the following schedule:

Upon implementation of the Plan associated with this Agreement, the Agency agrees to pay an administration fee equal to four and four tenths percent (4.40%) of all premiums made by the Agency on behalf of Participants in the subject Plan. Fees will be billed to the Custodian as contributions are made by the Agency, and it will be the responsibility of the Custodian to pay those fees from the custodial assets of the Plan.

EXHIBIT 1C
DATA REQUIREMENTS

PARS will provide the Services under this Agreement contingent upon receiving the following information:

1. Fiscal Analysis Data (provided by Agency):
 - (A) Participant's Legal Name
 - (B) Participant's Position
 - (C) Participant's Birth Date
 - (D) Participant's Hire Date
 - (E) Participant's Contract Salary
 - (F) Years of Agency Service
 - (G) Completed Request for Information Form, including applicable Salary Schedules, Collective Bargaining Agreements, and Board Policies
2. Participant Data (provided by Agency):
 - (A) Participant's Legal Name
 - (B) Participant's Position
 - (C) Participant's Address
 - (D) Participant's Birth Date
 - (E) Participant's Hire Date
 - (F) Participant's Contract Salary
 - (G) Years of Agency Service
 - (H) Retirement Date
3. Executed Legal Documents (provided by Agency):
 - (A) Certified Board Resolution
 - (B) Addendum for Supplementary Retirement Plan/Execution Agreement
 - (C) Custodial Agreements/Disclosure Forms
 - (D) 403(b) Annuity Contracts & Disclosures
4. Completed Funding Documents (provided by Agency):
 - (A) Authorization to Pay Benefits Form
5. Completed Enrollment Forms (timely submitted by Participant):
 - (A) Correction Form
 - (B) Enrollment Form
 - (C) Beneficiary Designation Form
 - (D) Tax Withholding Form
 - (E) Proof of Age
 - (F) Letter of Resignation