AGENDA ITEM 8.F.

RE: Consideration and Approval of the IRS-Required Restatement of the Laredo College 403(b) and Optional Retirement Program (ORP) Plans

STAFF RECOMMENDATION: That the Board of Trustees approve the IRS-required restatement of the Laredo College 403(b) Plan and Optional Retirement Program (ORP) Plan and authorize the Executive Director of Human Resources to execute all documents necessary to implement the restatement and maintain the Plans' qualified status under applicable federal regulations.

BACKGROUND: The Internal Revenue Service (IRS) periodically requires employers that utilize pre-approved retirement plan documents to formally restate their plans to maintain their qualified status and ensure compliance with current federal laws and regulatory requirements. This mandatory restatement process incorporates legislative, regulatory, and administrative changes affecting qualified retirement plans that have occurred since the previous restatement.

Laredo College's 403(b) and Optional Retirement Program (ORP) Plan were last amended and restated effective **January 1, 2009**, following approval by the Board of Trustees on **December 18, 2008**. Since that time, Congress has enacted changes affecting retirement plans, and the IRS has issued additional regulatory guidance. The current IRS-required restatement, known as the Cycle 2 Restatement, updates the plan documents to reflect changes and ensures continued compliance with IRS and Department of Labor requirements.

The Plan Administrator, U.S. OMNI & TSACG Compliance Services, has prepared updated plan documents and Adoption Agreements incorporating all required provisions. Approval and execution of the Adoption Agreements will complete the mandatory restatement process and satisfy IRS documentation requirements. The IRS requires adoption of the restated documents no later than **December 31, 2026**.

BUDGETARY CONSIDERATIONS: None.

CONTACT PERSONS:
Dr. Minita Ramirez, President
Mr. Cesar E. Vela Jr. CPA, Vice President of Finance and Administration
Ms. Veronica Cardenas, Executive Director of Human Resources