OMNI&TSACG Compliance Services
A DAYBRIGHT FINANCIAL COMPANY

October 7, 2026

Laredo College
1 West End Washington Street P-154 Room 108
Laredo, TX 78040

RE: Laredo College 403(b) Plan and ORP Plan ("Plans")

Dear Plan Administrator:

To maintain the qualified status of your 403(b)-retirement plan, the Internal Revenue Service (IRS) periodically requires employers that use pre-approved plan documents to formally restate their plans. These required restatements consolidate legislative, regulatory, and administrative changes that have accumulated since the prior restatement and ensure the plan document remains fully compliant with current IRS and Department of Labor requirements.

To comply with this process, we have prepared an updated Plan Document reflecting these required changes. Execution of the enclosed Adoption Agreement will complete the restatement and satisfy the IRS's documentation requirements. To ensure compliance with IRS guidance, we ask that you execute the document as soon as administratively possible, but no later than December 31, 2026.

We have enclosed the following documents to support the plan restatement process:

1. Frequently Asked Questions (FAQs). Please review these FAQs to ensure you have properly implemented the Plan restatement process.

2. Restated Adoption Agreement. **While no provisions have/are being changed, please review this document carefully to ensure the provisions are consistent with how the plan is currently operating. Please contact us if you find information that is incomplete or inaccurate.** The Adoption Agreement should be executed by an individual authorized to sign on behalf of the employer. Please ensure to keep a copy for your records.

3. Basic Plan Document. This document contains the definitions and explanations applicable to the operation of the Plan as approved by the IRS, including the duties and responsibilities of the Employer. This document does not need to be signed but a copy should be kept for your records.

As noted above, it is important that you carefully review the enclosed Adoption Agreement to ensure it reflects how your plan is currently being operated. Once you have completed your review of the restated Adoption Agreement and are satisfied with the selected elections, please sign and date the document in the manner described in the enclosed FAQs.

If you have any questions regarding the restatement process, please contact us at plansupport@tsacg.com or at 888.777.5827 option 3.

Sincerely,

U.S. Omni & TSACG Compliance Services, Inc.

Enclosures

Plan Document Restatement Package
Frequently Asked Questions

Q-1: Why do we have to restate our Plan document?

A-1: Under the IRS' pre-approved plan program, the IRS reviews and approves plan provisions approximately every six years. This allows the IRS to ensure that the Plan reflects new laws and regulations that affect tax qualified plans. After the IRS approves the pre-approved plan provisions, it requires that all employers that have adopted the plan execute a new plan document, commonly called a plan restatement. In recent years, Congress has enacted several new laws affecting tax qualified retirement plans. The IRS also has issued substantial guidance regarding the operation of qualified plans. Congress and the IRS have generally permitted employers to comply with these new rules in operation without formally amending the underlying Plan document until some date after the law is effective. As indicated above, the IRS is now requiring all qualified plans to be restated to comply in form with the new laws and guidance. This 403(b) plan restatement is being collectively referred to as the Cycle 2 restatement.

Q-2: How is the new plan document different than our current document?

A-2: The new document addresses updated laws and IRS guidance, including, but not limited to:

- Changes regarding permitted mid-year reductions or suspensions of safe harbor nonelective contributions in certain circumstances;
- Elimination of certain safe harbor notice requirements for plans that provide for safe harbor nonelective contributions and new provisions for the retroactive adoption of safe harbor status for those plans;
- Amended definitions of qualified matching contributions (QMACs) and qualified nonelective contributions (QNECs);
- Changes regarding in-plan Roth conversions;
- Changes to hardship distribution rules;
- Rules regarding 403(b) plan termination and distribution of individual custodial accounts upon plan termination;
- New in-service distribution options; and
- Changes to required minimum distribution (RMD) rules.

Q-3: Does the new plan document change any provisions or how the plan operates?

A-3: No. The restated plan document does not change the plan's provisions or how the plan is operated. It consolidates previously required legislative and regulatory updates and reflects the plan's current operation in a single, updated document.

Q-4: What pages of the Adoption Agreement must be signed? Do we need to return a copy of the signed Adoption Agreement to you?

A-4: Only the signature blocks identified within DocuSign require execution. DocuSign will automatically guide the authorized signer to each required signature. Once the document is fully executed in DocuSign, all parties will automatically receive a completed copy for their records.

Q-5: Whom should I contact if I have questions?

A-5: If you have any questions regarding the restatement process, please contact us at plansupport@tsacg.com or at 888.777.5827 option 3.