



THE PREMIER PLAN

ADOPTION AGREEMENT

Resolved that the **Ector County Independent School District** (the “Employer”) hereby adopts the First Financial Administrators, Inc. 457 Master Retirement Plan for Part-Time, Seasonal and Temporary Employees and agrees to abide by the terms of the First Financial Administrators, Inc. 457 Master Retirement Plan for Part-Time, Seasonal, and Temporary Employees.

The Employer makes the following representation. The employer is an organization described in Section 457(e)(1) of the Internal Revenue Code of 1986, as amended. The effective date of the plan is **January 1, 2006**. The anniversary date for purposes of issuing financial statements shall be defined as follows: September 1 of each year after 2006. The Plan Year is September 1 through August 31.

The type of Deferrals shall be: (choose one)

- Salary Reduction Deferrals only
- Salary Reduction Deferrals and Employer Contributions

The Normal Retirement Age for purposes of the Section 457(b)(3) catch-up Deferrals shall be defined as in section 1.2 of the plan document. The terms of the First Financial Administrators, Inc. 457 Master Retirement Plan for Part-Time, Seasonal and Temporary Employees are incorporated herein by reference, and the Employer agrees that it shall be bound by such terms.

Name of Employer Representative

Title of Employer Representative

Signature

Date

IRS Circular 230 Notice: We are required to advise you no person or entity may use any tax advice in this communication or any attachment to (i) avoid any penalty under federal tax law or (ii) promote, market or recommend any purchase, investment or other action.

**ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT
457 DEFERRED COMPENSATION PLAN
MASTER RETIREMENT PLAN
12/31/05 AMENDMENT AND RESTATEMENT**

THIS RETIREMENT PLAN (hereinafter referred to as the "Plan") known as "ECTOR COUNTY ISD 457 Deferred Compensation Master Retirement Plan" is amended and restated effective **January 1, 2006**, by ECTOR COUNTY ISD (hereinafter referred to as the "Employer").

WHEREAS, the Employer previously established this Plan under the name of "The 457 Deferred Compensation Master Retirement Plan" to enable Employees of the Plan to enhance their retirement security by permitting them to enter into agreements with the Employer to defer Compensation and to receive benefits at Retirement, Death, Severance from Employment, and for Financial Hardships due to Unforeseeable Emergencies; and

WHEREAS, the Employer desires to amend and restate the Plan to effect certain changes:
and

WHEREAS, the Plan shall continue to be maintained for the exclusive benefit of covered Employees, and is intended to comply with the Eligible Deferred Compensation Plan requirements of Section 457 of the Internal Revenue Code of 1986, as now in effect or as hereafter amended, including amendments under the Economic Growth and Tax Relief Reconciliation Act of 2001, and regulations thereunder, and other applicable laws.

NOW, THEREFORE, effective **January 1, 2006**, the Employer does hereby amend and restate the Plan as set forth in the following pages. The Plan Year is September 1 through August 31. The type of deferrals shall be salary reduction deferrals only.

By: _____

Title: _____