

**1**
**ADMINISTRATIVE RESPONSIBILITIES**

*The employer is responsible for all administrative functions of the plan except for those assumed by the service provider(s) in your written agreement(s). Your 403(b) Adoption and Service agreement with us spells out what functions AGFinancial will assume. A "No" response indicates that you need to take action to comply with regulations. These guidelines are for the employer's administrative use only; do not return to AGFinancial.*

	YES	NO
1. Have you recently reviewed the NQCCO status of your organization? <sup>1</sup>	<input type="checkbox"/>	<input type="checkbox"/>
2. Are you operating your plan according to 403(b) regulations and the terms of your written plan?	<input type="checkbox"/>	<input type="checkbox"/>
3. Are you using your plan's definition of compensation to calculate contributions?	<input type="checkbox"/>	<input type="checkbox"/>
4. Are you sending employee deferrals and after-tax contributions to AGFinancial promptly?	<input type="checkbox"/>	<input type="checkbox"/>
5. Are you communicating 403(b) contribution limits to new hires and annually to all eligible plan participants?	<input type="checkbox"/>	<input type="checkbox"/>
6. Are you monitoring contributions so that they do not exceed legal limits including the limit based upon includible compensation <sup>2</sup> and the maximum compensation considered under IRC 401(a)(17)?	<input type="checkbox"/>	<input type="checkbox"/>
7. Are you following policies, procedures, and internal controls you have established to comply with regulations and the rules of your plan?	<input type="checkbox"/>	<input type="checkbox"/>
8. Does AGFinancial have an updated copy of your plan rules?	<input type="checkbox"/>	<input type="checkbox"/>
9. If you allow for elective deferrals, do you have signed legally binding salary reduction agreements <sup>3</sup> on file which are easily accessible?	<input type="checkbox"/>	<input type="checkbox"/>
10. If you allow for elective deferrals, have you applied the IRS universal availability rules in allowing all employees to defer except those legally and specifically excluded by the terms of your plan?	<input type="checkbox"/>	<input type="checkbox"/>
11. If offering elective deferrals to your employees, do you give an effective opportunity to eligible employees upon initial qualification and annually thereafter?	<input type="checkbox"/>	<input type="checkbox"/>
12. Are payroll and administrative records related to the AGFinancial 403(b) Retirement Plan kept for the retention period required by federal and state laws or as recommended by a benefits consultant?	<input type="checkbox"/>	<input type="checkbox"/>
13. Do you communicate plan information to your employees who are eligible to participate including providing them with access to the AGFinancial 403(b) Retirement Plan document?	<input type="checkbox"/>	<input type="checkbox"/>
14. Are you using IRC 414(q) to determine highly compensated employees, and are you testing for nondiscrimination in contributions and coverage if required?	<input type="checkbox"/>	<input type="checkbox"/>
15. Are you making contributions only for current employees or former employees who have had a severance from employment for less than five years if allowed by the plan?	<input type="checkbox"/>	<input type="checkbox"/>
16. Have you consulted your tax advisor regarding the legal tax reporting requirements if you are making contributions on behalf of ministers who are not common law employees of the NQCCO?	<input type="checkbox"/>	<input type="checkbox"/>
17. Do you have procedures in place to check with employees to determine if they are contributing to another plan, and the amounts contributed, in which they are deemed to control the sponsoring employer?	<input type="checkbox"/>	<input type="checkbox"/>

**MULTIPLE VENDOR PLAN<sup>4</sup>**

*If AGFinancial is not your exclusive service provider, the employer is also responsible for the following.*

1. Are you monitoring loan limits?	<input type="checkbox"/>	<input type="checkbox"/>
2. Are you approving hardship distributions according to the regulations?	<input type="checkbox"/>	<input type="checkbox"/>
3. Are you coordinating communications between vendors?	<input type="checkbox"/>	<input type="checkbox"/>
4. Are you sharing information with vendors on transfers and contract exchanges?	<input type="checkbox"/>	<input type="checkbox"/>

**ADDITIONAL INFORMATION**

You are required to provide AGFinancial with an updated copy of your plan rules. All contributions received by AGFinancial are subject to the terms set forth in the [Retirement Plan Contributions Acceptance Policy](#). Due to possible updates, we encourage you to use the online retirement contribution form or the most current contribution form available on our website.

*This information is not legal or tax advice. Information is from sources deemed reliable. Information is subject to error, omission, withdrawal, or change. Contact your own legal or tax advisors before taking any action that would have a legal or tax consequence.*

<sup>1</sup> Church, QCCO, and NQCCO status should be reviewed periodically to avoid adverse tax consequences.

<sup>2</sup> Pre-tax and Roth deferrals must be made from taxable income.

<sup>3</sup> You do not have to have a signed agreement if the employee is contributing due to a qualified automatic enrollment provision that is part of your written plan. As with all deferrals, eligible employees must be given an initial and annual opportunity to make changes to deferrals.

<sup>4</sup> If you change from an exclusive service provider plan to a multiple service provider plan, then your continued use of the AGFinancial 403(b) Retirement Plan means that you agree with the relevant section of AGFinancial's NQCCO 403(b) Adoption and Service Agreement.