

January 27, 2016

Teresa Flores
County of Hidalgo / Head Start Program
PO Box 0117
Edinburg, TX 78540

Re: Updating Hidalgo County Affiliated Departments Retirement Plan for New Law Changes

Dear Teresa:

Every six years the Internal Revenue Service requires that all existing retirement plan documents must be amended and restated to remain in compliance with the Internal Revenue Service and the Department of Labor regulation and law changes. Failure to timely restate Plan documents will cause a plan to no longer be qualified.

Based on this six year schedule, your plan document needs to be amended and restated immediately to remain compliant. We have begun work to rewrite your plan, using the present specifications and incorporating all of the new law requirements and updating the Summary Plan Description.

Upon receipt of payment for the enclosed invoice for the restatement fee, we will complete and send your plan document and the various IRS forms for signature.

Lastly, the Internal Revenue Service has modified and limited the favorable determination letter program. It is no longer mandatory to submit your Plan to the IRS for a review. However, if you wish to submit to the Service for an individual letter of determination review, the User Fee is \$500. If this option is elected, the User Fee check should be made payable to "United States Treasury" and we must receive all signed documents, payment of our restatement fee and the User Fee check asap, in order to submit timely. Enclosed is an explanation of the favorable determination letter from the IRS website.

Please let us know if you have any questions. We sincerely appreciate the opportunity to be of service to you and your employees.

Regards,

Ginger Flynn
The Pension Company

enclosure

THE PENSION COMPANY
CONSULTING ACTUARIES

2300 THREE GALLERIA TOWER

13155 NOEL ROAD

DALLAS, TEXAS 75240

(972) 404-1600

FAX 972-404-1300

1-800-661-401K

March 16, 2016

Ms. Teresa Flores
County of Hidalgo Head Start Program
P.O. Box 0117
Edinburg, TX 78540-0117

Re: Updating Hidalgo County Affiliated Departments Retirement Plan Document for New Law Changes

Dear Ms. Flores:

Please find enclosed, for your review and approval, the plan document and trust.


Please review these materials and sign where indicated.

- Ring Binders containing Plan Document and Trust, Administrative Guide Summary Plan Description. - Please keep this in your records.
- Plastic sleeve – Please sign all of these materials where indicated and return them to us. I have enclosed a pre-addressed envelope for your convenience.

A copy of the Summary Plan Description (SPD) should be given to each participant. Future participants should receive a copy of this SPD within 90 days of becoming a participant of the plan.

Please contact your plan administrator, Ginger Flynn, at the numbers listed above should you have any questions. We appreciate the opportunity to be of service to you and your employees.

Regards,



Ginger Flynn

Enclosures