



Date: September 10, 2009

To: All Employees
From: Carol A. Andrews, HR Director
Re: Annual Notice of Participation
New Haven Youth and Family Services 403(b) Plan

The New Haven Youth and Family Services, Inc. ("the Employer") offers a 403(b) Plan for eligible employees of the organization. Employees are eligible to participate as described below:

- All W-2 employees are eligible to participate in the 403(b) Plan

A 403(b) plan is a tax-deferred retirement program that permits an employee to reduce his or her compensation on a pre-tax basis and have the contribution deposited into a 403(b) investment. The plan also allows employees to make 403(b) retirement contributions on an after-tax basis (a Roth 403(b) contribution).

To enroll in a 403(b) program, you must complete a Salary Reduction Agreement. Salary Reduction Agreements are available from the HR Department office.

You may also be required to complete an annuity contract or custodial account application to establish your investment account under the Plan. Application forms for an annuity contract or a custodial account can be obtained from the representative of the investment provider you select. Employees should contact each vendor for information about the 403(b) products and services it offers. A list of the approved providers in our Plan is indicated below and available in the HR office. Our local approved vendor is: Ameriprise Financial.

You can make a change to or stop your contribution at any time. You will need to complete a new Salary Reduction Agreement and provide it to the Payroll office to do so. The change will take effect for the next available payroll period as described above after the new Salary Reduction Agreement is processed by the Payroll Office.

The IRS limits the annual contributions you can make to a 403(b) plan. For 2009, the limit is \$16,500 for participants under age 50 and up to \$22,500 for participants who become age 50 or older during this calendar year.

The New Haven Youth and Family Services, Inc. has no liability for any employee's election to participate in the 403(b) plan, choice of 403(b) vendor(s), or expected tax consequences resulting from participating in the 403(b) plan. The New Haven Youth and Family Services, Inc. does not provide tax, legal or investment advice and recommends that employees seek advice from professionals who specialize in these areas.

If you have any questions about our 403(b) Plan, please contact the Carol Andrews, HR Director or the Plan's third party administrator, ADMin Solutions, LLC at 877-484-4400.

Sincerely,

Carol A. Andrews, HR Director

ACKNOWLEDGEMENT OF 403(b) RETIREMENT PLAN PARTICIPATION

I have received notification and understand my ability to participate and make voluntary payroll contributions under the New Haven Youth and Family Services, Inc. 403(b) Plan.

Name (Print): _____

Signature: _____

Date: _____