Tulare COE	Payroll Change Cut-Off Dates
Plan Type Internal Revenue Code Section 403(b)	
Changes Submitted Online by:	**Effective Paycheck Date:**
Changes are needed by the 10th of every month	Changes are for the next payroll date

This document is designed to inform Participants about the Plan in non-technical language. Every attempt is made to convey the Plan accurately. If anything in this Summary Plan Description varies from the Plan Documents, Plan Documents govern.