

April 10, 2020

Dear 403(b) Plan Sponsor:

As a follow up to our prior communication regarding the deadline for adopting a pre-approved 403(b) plan, we are writing to notify you that due to recent events, the deadline has been **extended to July 31, 2020**.

By adopting a pre-approved 403(b) plan and following IRS-sanctioned plan document procedures, you can ensure that the plan provisions are IRS-compliant and therefore protected from taxation.

We strongly encourage you to work with your plan advisors and third-party administrator. Remember, as a plan sponsor you are responsible for maintaining a compliant document. Adoption of a pre-approved 403(b) plan also provides the opportunity to clean up mistakes.

It is also important for us to know your plan's terms. Once the plan has been restated, please provide a copy of the plan document to Horace Mann at 403bShare@horacemann.com.

In addition to this extension, we will be providing additional information on the optional provisions contained in the Coronavirus, Aid, Relief and Economic Security (CARES) Act regarding retirement plans.