

YOUR 403(B) PLAN MADE EASY

-Plan Spec Summary-



Eligibility: Immediate to One Year, based on client option.

Plan Entry: The first day of the month, following satisfaction of eligibility requirements.

Employer Contribution: Clients may choose a deferral-only plan or a plan design that allows employer matching contributions or profit sharing contributions on a per payroll basis or on a discretionary basis at year-end.

Vesting: Client may choose among Immediate, 3-Year Cliff, 5-Year Graded, or 6-Year Graded vesting schedules.

Employee Contribution: The deferral limit for 2025 is \$22,500. Employees age 50 and older may make an additional \$7,500 catch-up contribution. The minimum deferral is 1% of compensation, the maximum deferral is 100% of compensation. Contributions by owners and their direct relatives and employees earning over \$135,000 in 2025 may be limited as they may be deemed "highly compensated employees."

Deferral Changes: Changes to deferral percentages may be made on a daily basis during the plan year once enrolled. A participant may stop deferrals at any time. Changes may be submitted online or via a change form and must be submitted prior to the payroll for which the change is requested.

Investment Changes: Participants may change investment elections or transfer current holdings between funds every business day.

Retirement Age: The plan document recognizes 65.00 years of age for normal retirement. Participants may also take an in-service distribution of their vested account balance at age 59 1/2.

Reporting: Quarterly statements are mailed to participants and daily statements are available online.

Americas 403b PEP

Loans: Participants may borrow up to 50% of their vested account balance, with the loan amount not to exceed \$50,000 less the highest outstanding loan balance in the last 12 months. The minimum loan amount is \$1,000. The maximum duration is 15 years for loans to finance the purchase of a primary residence and 5 years for all other loans. No prepayment penalties apply. Participants may have one loan outstanding at a time.

Distributions: Distributions are available at retirement, in the event of long-term disability, or upon termination of employment from your work-site. Hardship withdrawals for an immediate and pressing financial need are also available. Restrictions exist and proper documentation is required. Participants may also take an in-service distribution of their vested account balance at age 59 1/2. Distributions are taxable and may also be subject to an early withdrawal penalty.

Plan Expenses:

Annual Adopter Base Fee: \$2500

Participant Fees:

First 100 participant accounts	\$65 per account
After 100 participant accounts	\$60 per account

Mailing fulfillment fee: \$6 per eligible employee per year

Activity Fees:

Termination Distribution	\$125 per event
Withdrawals	\$75 per event
Loan Originations	\$125 per event
Loan Maintenance	\$50 per year
QDRO	\$250 per QDRO

Custodian Asset Fees:* 0.02% of total plan balance

Advisor Asset Fees:* Based on Adopting Employer Plan Balance

Less Than \$10,000,000 0.20% per year

More Than \$10,000,000 0.15% per year

Asset Fees:*

Plan Administration 0.10% per year

*Fees are automatically deducted against participant account balances on a quarterly basis or per event for activity fees.. Some fees may be direct billed to the adopting employer if requested by the adopting employer.

**Adopter Base Fee currently being paid by Plan Sponsor.

Websites: **Sponsor/Employer Website:** www.MyPlanConnection.com
For a demo, click "Sponsor/Advisor" and enter "sponsor" as the User Id and the password.

Participant/Employee Website: www.MyPlanConnection.com
For a demo, enter "123006789" as the User Id and "6789" as the password.

Immediate Evaluations and Ameritas.: 800.923.2732
Questions: adoptersales@ameritas.com

Recordkeeping and Third Party Administrative Services Provided by:

