Docusign Envelope ID: 40DE0477-C035-8A17-80DB-813945F38B2F

SUMMARY PLAN DESCRIPTION
FOR

Roman Catholic Diocese of Raleigh 403(b) Retirement Plan

REFLECTING THE TERMS OF THE PLAN EFFECTIVE AS OF

January 1, 2027

Docusign Envelope ID: 40DE0477-C035-8A17-80DB-813945F38B2F

Table of Contents

Article 1 .....Introduction
Article 2 ..... General Plan Information and Key Definitions
Article 3 .....Description of Plan
Article 4 .....Eligibility Requirements
Article 5 .....Plan Contributions
Article 6 ..... Limit on Contributions
Article 7 .....Determination of Vested Benefit
Article 8 .....Plan Distributions
Article 9 .....Plan Administration and Investments
Article 10 ..... Participant Loans
Article 11 .....Plan Amendments and Termination
Article 12 ..... Plan Participant Rights and Claim Procedures

Docusign Envelope ID: 40DE0477-C035-8A17-80DB-813945F38B2F

Roman Catholic Diocese of Raleigh 403(b) Retirement Plan
SUMMARY PLAN DESCRIPTION

ARTICLE 1
INTRODUCTION

Roman Catholic Diocese of Raleigh has adopted the Roman Catholic Diocese of Raleigh 403(b) Retirement Plan (the "Plan") to help its employees save for retirement. If you are an employee of Roman Catholic Diocese of Raleigh, you may be entitled to participate in the Plan, provided you satisfy the conditions for participation as described in this Summary Plan Description ("SPD"). In addition, if you are an employee of any of the following Employers, you also may be entitled to participate in the Roman Catholic Diocese of Raleigh 403(b) Retirement Plan.

- Catholic Charities of the Diocese of Raleigh Inc.
- Foundation of the Roman Catholic Diocese of Raleigh Inc.
- Saint Ann Catholic Parish of Edenton
- Holy Family Catholic Parish of Elizabeth City
- Holy Redeemer by the Sea Catholic Parish of Kitty Hawk
- Our Lady of the Seas Catholic Parish of Buxton
- Saint Joan of Arc Catholic Parish of Plymouth
- Saint Joseph Catholic Parish of Burgaw
- Immaculate Conception Catholic Parish of Wilmington
- Saint Stanislaus Catholic Parish of Castle Hayne
- Sacred Heart Catholic Parish of Southport
- Sacred Heart Catholic Parish of Whiteville
- Basilica Shrine of Saint Mary Catholic Parish of Wilmington
- Saint Mark Catholic Parish of Wilmington
- Saint Therese Catholic Parish of Wrightsville Beach
- Saint Brendan the Navigator Catholic Parish of Shallotte
- All Saints Catholic Parish of Hampstead
- Saint Ann Catholic Parish of Fayetteville
- Saint Patrick Catholic Parish of Fayetteville
- Saint Mary Catholic Parish of Laurinburg
- Saint Francis De Sales Catholic Parish of Lumberton
- Sacred Heart Catholic Parish of Pinehurst
- Saint Elizabeth of Hungary Catholic Parish of Raeford
- Saint Stephen the First Martyr Catholic Parish of Sanford
- Saint Anthony of Padua Catholic Parish of Southern Pines
- Saint Andrew Catholic Parish of Red Springs
- Saint Elizabeth Ann Seton Catholic Parish of Fayetteville
- Good Shepherd Catholic Parish of Hope Mills
- Annunciation Catholic of Havelock
- Infant of Prague Catholic Parish of Jacksonville
- Saint Egbert Catholic Parish of Morehead City
- Saint Paul Catholic Parish of New Bern
- Saint Mildred Catholic Parish of Swansboro
- Mother of Mercy Catholic Parish of Washington

Docusign Envelope ID: 40DE0477-C035-8A17-80DB-813945F38B2F

- Blessed Sacrament Catholic Parish of Graham
- Saint Thomas More Catholic Parish of Chapel Hill
- Mary, Mother of the Church Catholic Parish of Chapel Hill
- Holy Cross Catholic Parish of Durham
- Holy Infant Catholic Parish of Durham
- Immaculate Conception Catholic Parish of Durham
- Saint James Catholic Parish of Henderson
- Saints Mary and Edward Catholic Parish of Roxboro
- Saint Julia Catholic Parish of Siler City
- Saint Bernadette Catholic Parish of Butner
- Holy Family Catholic Parish of Hillsborough
- Saint Matthew Catholic Parish of Durham
- Holy Name of Jesus Cathedral
- Our Lady of Lourdes Catholic Parish of Raleigh
- Saint Joseph Catholic Parish of Raleigh
- Saint Raphael the Archangel Catholic Parish of Raleigh
- Saint Michael the Archangel Catholic Parish of Cary
- Saint Mary Mother of the Church Catholic Parish of Garner
- St Catherine of Siena Catholic Parish of Wake Forest
- Saint Eugene Catholic Parish of Wendell
- St Francis of Assisi Catholic Parish of Raleigh
- Saint Andrew the Apostle Catholic Parish of Apex
- St Luke the Evangelist Catholic Parish of Raleigh
- Saint Bernadette Catholic Parish of Fuquay-Varina
- Saint Mary Magdalene Catholic Parish of Apex
- Our Lady of the Rosary Catholic Parish of Louisburg
- St Teresa of Calcutta Catholic Parish of Cary
- Saint Elizabeth of Hungary Catholic Parish of Farmville
- Saint Gabriel Catholic Parish of Greenville
- Saint Peters Catholic Parish of Greenville
- Saint John the Baptist Catholic Parish of Roanoke Rapids
- Our Lady of Perpetual Help Catholic Parish of Rocky Mount
- Saint Catherine of Siena Catholic Parish of Tarboro
- St Therese Catholic Parish of Wilson
- Immaculate Conception Catholic Parish of Clinton
- Sacred Heart Catholic Parish of Dunn
- Saint Ann Catholic Parish of Clayton
- Saint Mary Catholic Parish of Goldsboro
- Holy Spirit Catholic Parish of Kinston
- Transfiguration of Jesus Catholic Parish of Wallace
- Our Lady of Guadalupe Catholic Parish of Newton Grove
- Saint Mary of the Angels Catholic Parish of Mount Olive
- Maria, Reina de las Americas Catholic Parish of Mount Olive
- St Paul Education Center
- St Thomas More School
- Cardinal Gibbons Memorial High School

Docusign Envelope ID: 40DE0477-C035-8A17-80DB-813945F38B2F

- St Egberts Parrochial School
- Our Lady of Lourdes Catholic
- Saint Raphael Catholic School
- St. John Paul II Catholic School
- Annunciation Catholic School
- Saint Anns School

This SPD is designed to help you understand the retirement benefits provided under the Plan and your rights and obligations with respect to the Plan. This SPD contains a summary of the major features of the Plan, including the conditions you must satisfy to participate under the Plan, the amount of benefits you are entitled to as a Plan participant, when you may receive distributions from the Plan, and other valuable information you should know to understand your Plan benefits. We encourage you to read this SPD and contact the Plan Administrator if you have any questions regarding your rights and obligations under the Plan. (See Article 2 below for the name and address of the Plan Administrator.)

This SPD does not replace the formal Plan document, which contains the legal and technical requirements applicable to the Plan. However, this SPD does attempt to explain the Plan language in a non-technical manner that will help you understand your retirement benefits. If the non-technical language under this SPD and the technical, legal language under the Plan document conflict, the Plan document always governs. If you have any questions regarding the provisions contained in this SPD or if you wish to receive a copy of the legal Plan document, please contact the Plan Administrator.

The Plan document may be amended or modified due to changes in law, to comply with pronouncements by the Internal Revenue Service (IRS) or Department of Labor (DOL), or due to other circumstances. If the Plan is amended or modified in a way that changes the provisions under this SPD, you will be notified of such changes.

This SPD does not create any contractual rights to employment nor does it guarantee the right to receive benefits under the Plan. Benefits are payable under the Plan only to individuals who have satisfied all of the conditions under the Plan document for receiving benefits.

ARTICLE 2
GENERAL PLAN INFORMATION AND KEY DEFINITIONS

This Article 2 contains information regarding the day-to-day administration of the Plan as well as the definition of key terms used throughout this SPD.

Plan Name: Roman Catholic Diocese of Raleigh 403(b) Retirement Plan

Plan Number: 002

Employer:

Name: Roman Catholic Diocese of Raleigh
Address: 7200 Stonehenge Drive
Raleigh, NC 27613-1620
Telephone number: 984-900-3200
Employer Identification Number (EIN): 56-0591293

Docusign Envelope ID: 40DE0477-C035-8A17-80DB-813945F38B2F

In addition to the Employer listed above, this Plan is also maintained by the following Participating Employer(s):

- Catholic Charities of the Diocese of Raleigh Inc.
- Foundation of the Roman Catholic Diocese of Raleigh Inc.
- Saint Ann Catholic Parish of Edenton
- Holy Family Catholic Parish of Elizabeth City
- Holy Redeemer by the Sea Catholic Parish of Kitty Hawk
- Our Lady of the Seas Catholic Parish of Buxton
- Saint Joan of Arc Catholic Parish of Plymouth
- Saint Joseph Catholic Parish of Burgaw
- Immaculate Conception Catholic Parish of Wilmington
- Saint Stanislaus Catholic Parish of Castle Hayne
- Sacred Heart Catholic Parish of Southport
- Sacred Heart Catholic Parish of Whiteville
- Basilica Shrine of Saint Mary Catholic Parish of Wilmington
- Saint Mark Catholic Parish of Wilmington
- Saint Therese Catholic Parish of Wrightsville Beach
- Saint Brendan the Navigator Catholic Parish of Shallotte
- All Saints Catholic Parish of Hampstead
- Saint Ann Catholic Parish of Fayetteville
- Saint Patrick Catholic Parish of Fayetteville
- Saint Mary Catholic Parish of Laurinburg
- Saint Francis De Sales Catholic Parish of Lumberton
- Sacred Heart Catholic Parish of Pinehurst
- Saint Elizabeth of Hungary Catholic Parish of Raeford
- Saint Stephen the First Martyr Catholic Parish of Sanford
- Saint Anthony of Padua Catholic Parish of Southern Pines
- Saint Andrew Catholic Parish of Red Springs
- Saint Elizabeth Ann Seton Catholic Parish of Fayetteville
- Good Shepherd Catholic Parish of Hope Mills
- Annunciation Catholic of Havelock
- Infant of Prague Catholic Parish of Jacksonville
- Saint Egbert Catholic Parish of Morehead City
- Saint Paul Catholic Parish of New Bern
- Saint Mildred Catholic Parish of Swansboro
- Mother of Mercy Catholic Parish of Washington
- Blessed Sacrament Catholic Parish of Graham
- Saint Thomas More Catholic Parish of Chapel Hill
- Mary, Mother of the Church Catholic Parish of Chapel Hill
- Holy Cross Catholic Parish of Durham
- Holy Infant Catholic Parish of Durham
- Immaculate Conception Catholic Parish of Durham
- Saint James Catholic Parish of Henderson
- Saints Mary and Edward Catholic Parish of Roxboro

Docusign Envelope ID: 40DE0477-C035-8A17-80DB-813945F38B2F

- Saint Julia Catholic Parish of Siler City
- Saint Bernadette Catholic Parish of Butner
- Holy Family Catholic Parish of Hillsborough
- Saint Matthew Catholic Parish of Durham
- Holy Name of Jesus Cathedral
- Our Lady of Lourdes Catholic Parish of Raleigh
- Saint Joseph Catholic Parish of Raleigh
- Saint Raphael the Archangel Catholic Parish of Raleigh
- Saint Michael the Archangel Catholic Parish of Cary
- Saint Mary Mother of the Church Catholic Parish of Garner
- St Catherine of Siena Catholic Parish of Wake Forest
- Saint Eugene Catholic Parish of Wendell
- St Francis of Assisi Catholic Parish of Raleigh
- Saint Andrew the Apostle Catholic Parish of Apex
- St Luke the Evangelist Catholic Parish of Raleigh
- Saint Bernadette Catholic Parish of Fuquay-Varina
- Saint Mary Magdalene Catholic Parish of Apex
- Our Lady of the Rosary Catholic Parish of Louisburg
- St Teresa of Calcutta Catholic Parish of Cary
- Saint Elizabeth of Hungary Catholic Parish of Farmville
- Saint Gabriel Catholic Parish of Greenville
- Saint Peters Catholic Parish of Greenville
- Saint John the Baptist Catholic Parish of Roanoke Rapids
- Our Lady of Perpetual Help Catholic Parish of Rocky Mount
- Saint Catherine of Siena Catholic Parish of Tarboro
- St Therese Catholic Parish of Wilson
- Immaculate Conception Catholic Parish of Clinton
- Sacred Heart Catholic Parish of Dunn
- Saint Ann Catholic Parish of Clayton
- Saint Mary Catholic Parish of Goldsboro
- Holy Spirit Catholic Parish of Kinston
- Transfiguration of Jesus Catholic Parish of Wallace
- Our Lady of Guadalupe Catholic Parish of Newton Grove
- Saint Mary of the Angels Catholic Parish of Mount Olive
- Maria, Reina de las Americas Catholic Parish of Mount Olive
- St Paul Education Center
- St Thomas More School
- Cardinal Gibbons Memorial High School
- St Egberts Parrochial School
- Our Lady of Lourdes Catholic
- Saint Raphael Catholic School
- St. John Paul II Catholic School
- Annunciation Catholic School

Docusign Envelope ID: 40DE0477-C035-8A17-80DB-813945F38B2F

- Saint Anns School

Plan Administrator:

The Plan Administrator is responsible for the day-to-day administration and operation of the Plan. For example, the Plan Administrator maintains the Plan records, provides you with forms necessary to request a distribution from the Plan, and directs the payment of your vested benefits when required under the Plan. The Plan Administrator may designate another person or persons to perform the duties of the Plan Administrator. The Plan Administrator or its delegate, as the case may be, has full discretionary authority to interpret the Plan, including the authority to resolve ambiguities in the Plan document and to interpret the Plan's terms, including who is eligible to participate under the Plan and the benefit rights of participants and beneficiaries. All interpretations, constructions and determinations of the Plan Administrator or its delegate shall be final and binding on all persons, unless found by a court of competent jurisdiction to be arbitrary and capricious. The Plan Administrator also will allow you to review the formal Plan document and other materials related to the Plan.

The Employer listed above is acting as Plan Administrator. The Plan Administrator may designate other persons to carry on the day-to-day operations of the Plan. If you have any questions about the Plan or your benefits under the Plan, you should contact the Plan Administrator or other Plan representative.

Service of Legal Process:

Service of legal process may be made upon the Employer. In addition, service of legal process may be made upon the Plan Administrator.

Effective Date of Plan:

This Plan is a restatement of an existing Plan to comply with current law. This Plan was originally effective January 1, 1989. However, unless designated otherwise, the provisions of the Plan as set forth in this SPD are effective as of January 1, 2027.

Plan Year:

Many of the provisions of the Plan are applied on the basis of the Plan Year. For this purpose the Plan Year is the calendar year running from January 1 – December 31.

Investment Arrangement

The Investment Arrangement is the funding medium used for the accumulation of Plan assets from which Participant's benefits will be established.

Plan Compensation:

In applying the contribution formulas under the Plan (as described in Article 5 below), your contributions may be determined based on Plan Compensation earned during the Plan Year.

For purposes of determining Plan Compensation, your total taxable wages or salary is taken into account including any Salary Deferrals you make to this 403(b) plan and any pre-tax salary reduction contributions you may make under any other plans we may maintain, which may include any pre-tax contributions you make under a medical reimbursement plan or "cafeteria" plan. Plan Compensation also generally includes compensation for services that is paid after termination of employment, as long as such amounts are paid by the end of the year or within 2½ months following termination of employment, if later. However, for purposes of determining contributions under the Plan, Plan Compensation does not include the following types of compensation:

- All fringe benefits (cash and noncash), reimbursements or other expense allowances, moving expenses, deferred compensation and welfare benefits

Docusign Envelope ID: 40DE0477-C035-8A17-80DB-813945F38B2F

- Bonuses
- Payments for unused leave, such as unused sick leave, vacation, or other leave that is paid after severance of employment. Also, certain amounts paid pursuant to a nonqualified unfunded deferred compensation plan
- Continuation payments to disabled Participants paid after severance of employment
- Nontaxable amounts paid as a housing allowance to Ministers
- Vacation payout

Period for determining Plan Compensation. For purposes of determining Plan Compensation, only compensation you are paid while you are a participant in the Plan will be taken into account. Thus, any compensation you are paid while you are not eligible to participate in the Plan will not be considered in determining Plan Compensation.

Normal Retirement Age:

You will reach Normal Retirement Age under the Plan once you satisfy the following requirements: age 65 and the completion of 5 Years of Service. A Year of Service will be calculated in the same manner as vesting service.

Disabled:

The following definition of Disabled applies for purposes of the Plan: Disabled shall be defined under the Employer's long term disability plan, and if not eligible for this plan, then as defined under Social Security Administration rules.

ARTICLE 3
DESCRIPTION OF PLAN

Type of Plan. This Plan is a special type of retirement plan commonly referred to as a 403(b) plan. Under the Plan, you may elect to have a portion of your salary deposited directly into a 403(b) account on your behalf. This pre-tax contribution is called a "Salary Deferral." As a pre-tax contribution, you do not have to pay any income tax while your Salary Deferrals are held in the Plan, and any earnings on your Salary Deferrals are not taxed while they stay in the Plan.

You also may choose to make contributions to the Plan on an after-tax basis, by designating your Salary Deferrals as Roth Deferrals. While you are taxed on a Roth Deferral in the year you contribute to the Plan, you will not be taxed on the contribution or earnings attributable to Roth Deferrals under the Plan when you elect to withdraw your Roth amounts from the Plan, as long as your withdrawal is a qualified distribution. See the discussion of Roth Deferrals under Article 5 below.

In addition to your own Salary Deferrals, if you satisfy the eligibility conditions described in Article 4 below, you may be eligible to receive an additional Employer Contribution under the Plan. If you are eligible to receive an Employer Contribution, we will deposit such contribution directly into the Plan on your behalf. Like the pre-tax Salary Deferrals discussed above, any Employer Contribution we make to the Plan on your behalf and any earnings on such amounts will not be subject to income tax as long as those amounts stay in the Plan. You will not be taxed on your Employer Contributions generally until you withdraw such amounts from the Plan. Article 5 below describes the Employer Contributions authorized under the Plan.

This Plan is a defined contribution plan, which is intended to qualify under Section 403(b) of the Internal Revenue Code. As a defined contribution plan, it is not covered under Title IV of ERISA and, therefore, benefits are not insured by the Pension Benefit Guaranty Corporation.

Docusign Envelope ID: 40DE0477-C035-8A17-80DB-813945F38B2F

ARTICLE 4
ELIGIBILITY REQUIREMENTS

This Article sets forth the requirements you must satisfy to participate under the Plan. To qualify as a participant under the Plan, you must:

- be an Eligible Employee
- satisfy the Plan's minimum age and service conditions and
- satisfy any allocation conditions required under the Plan.

Eligible Employee

To participate under the Plan, you must be an Eligible Employee. For this purpose, you are considered an Eligible Employee if you are an employee of any of the following employers, provided you are not otherwise excluded from the Plan.

- Roman Catholic Diocese of Raleigh
- Catholic Charities of the Diocese of Raleigh Inc.
- Foundation of the Roman Catholic Diocese of Raleigh Inc.
- Saint Ann Catholic Parish of Edenton
- Holy Family Catholic Parish of Elizabeth City
- Holy Redeemer by the Sea Catholic Parish of Kitty Hawk
- Our Lady of the Seas Catholic Parish of Buxton
- Saint Joan of Arc Catholic Parish of Plymouth
- Saint Joseph Catholic Parish of Burgaw
- Immaculate Conception Catholic Parish of Wilmington
- Saint Stanislaus Catholic Parish of Castle Hayne
- Sacred Heart Catholic Parish of Southport
- Sacred Heart Catholic Parish of Whiteville
- Basilica Shrine of Saint Mary Catholic Parish of Wilmington
- Saint Mark Catholic Parish of Wilmington
- Saint Therese Catholic Parish of Wrightsville Beach
- Saint Brendan the Navigator Catholic Parish of Shallotte
- All Saints Catholic Parish of Hampstead
- Saint Ann Catholic Parish of Fayetteville
- Saint Patrick Catholic Parish of Fayetteville
- Saint Mary Catholic Parish of Laurinburg
- Saint Francis De Sales Catholic Parish of Lumberton
- Sacred Heart Catholic Parish of Pinehurst
- Saint Elizabeth of Hungary Catholic Parish of Raeford
- Saint Stephen the First Martyr Catholic Parish of Sanford
- Saint Anthony of Padua Catholic Parish of Southern Pines
- Saint Andrew Catholic Parish of Red Springs
- Saint Elizabeth Ann Seton Catholic Parish of Fayetteville
- Good Shepherd Catholic Parish of Hope Mills
- Annunciation Catholic of Havelock
- Infant of Prague Catholic Parish of Jacksonville

Docusign Envelope ID: 40DE0477-C035-8A17-80DB-813945F38B2F

- Saint Egbert Catholic Parish of Morehead City
- Saint Paul Catholic Parish of New Bern
- Saint Mildred Catholic Parish of Swansboro
- Mother of Mercy Catholic Parish of Washington
- Blessed Sacrament Catholic Parish of Graham
- Saint Thomas More Catholic Parish of Chapel Hill
- Mary, Mother of the Church Catholic Parish of Chapel Hill
- Holy Cross Catholic Parish of Durham
- Holy Infant Catholic Parish of Durham
- Immaculate Conception Catholic Parish of Durham
- Saint James Catholic Parish of Henderson
- Saints Mary and Edward Catholic Parish of Roxboro
- Saint Julia Catholic Parish of Siler City
- Saint Bernadette Catholic Parish of Butner
- Holy Family Catholic Parish of Hillsborough
- Saint Matthew Catholic Parish of Durham
- Holy Name of Jesus Cathedral
- Our Lady of Lourdes Catholic Parish of Raleigh
- Saint Joseph Catholic Parish of Raleigh
- Saint Raphael the Archangel Catholic Parish of Raleigh
- Saint Michael the Archangel Catholic Parish of Cary
- Saint Mary Mother of the Church Catholic Parish of Garner
- St Catherine of Siena Catholic Parish of Wake Forest
- Saint Eugene Catholic Parish of Wendell
- St Francis of Assisi Catholic Parish of Raleigh
- Saint Andrew the Apostle Catholic Parish of Apex
- St Luke the Evangelist Catholic Parish of Raleigh
- Saint Bernadette Catholic Parish of Fuquay-Varina
- Saint Mary Magdalene Catholic Parish of Apex
- Our Lady of the Rosary Catholic Parish of Louisburg
- St Teresa of Calcutta Catholic Parish of Cary
- Saint Elizabeth of Hungary Catholic Parish of Farmville
- Saint Gabriel Catholic Parish of Greenville
- Saint Peters Catholic Parish of Greenville
- Saint John the Baptist Catholic Parish of Roanoke Rapids
- Our Lady of Perpetual Help Catholic Parish of Rocky Mount
- Saint Catherine of Siena Catholic Parish of Tarboro
- St Therese Catholic Parish of Wilson
- Immaculate Conception Catholic Parish of Clinton
- Sacred Heart Catholic Parish of Dunn
- Saint Ann Catholic Parish of Clayton
- Saint Mary Catholic Parish of Goldsboro
- Holy Spirit Catholic Parish of Kinston

Docusign Envelope ID: 40DE0477-C035-8A17-80DB-813945F38B2F

- Transfiguration of Jesus Catholic Parish of Wallace
- Our Lady of Guadalupe Catholic Parish of Newton Grove
- Saint Mary of the Angels Catholic Parish of Mount Olive
- Maria, Reina de las Americas Catholic Parish of Mount Olive
- St Paul Education Center
- St Thomas More School
- Cardinal Gibbons Memorial High School
- St Egberts Parrochial School
- Our Lady of Lourdes Catholic
- Saint Raphael Catholic School
- St. John Paul II Catholic School
- Annunciation Catholic School
- Saint Anns School

Excluded Employees. For purposes of determining whether you are an Eligible Employee, the Plan excludes from participation certain designated employees. If you fall under any of the excluded employee categories, you will not be eligible to receive the designated Plan contribution until such time as you no longer fall into an excluded employee category. [See below for a discussion of your rights upon changing to or from an excluded employee classification.]

The following describes the types of employees that are not eligible to participate with respect to the different types of contributions authorized under the Plan.

Salary Deferrals. The following employees are not eligible to make Salary Deferrals. If you fall under one of the following classes of employees, you may not make Salary Deferrals under the Plan.

- Religious order priests

Matching Contributions. The following employees are not eligible to receive Matching Contributions under the Plan. If you fall under one of the following classes of employees, you will not share in any Matching Contributions under the Plan.

- (1) religious order priests, (2) extern priests, and (3) part-time and temporary Employees, as defined in the Employee Handbook.

Employer Contributions. The following employees are not eligible to receive Employer Contributions under the Plan. If you fall under one of the following classes of employees, you will not share in any Employer Contributions we make to the Plan.

- (1) religious order priests, (2) extern priests, (3) part-time and temporary Employees, as defined in the Employee Handbook, and (4) diocesan priests.

Minimum Age and Service Requirements

In order to participate in the Plan, you must satisfy certain age and service conditions under the Plan.

- **Minimum age requirement.** There is no minimum age requirement for participation in the Plan.
- **Minimum service requirement.** There is no minimum service requirement to participate under the Plan. Thus, you will be eligible to participate in the Plan (provided you are an Eligible Employee) as of the first Entry Date following your date of employment.

Entry Date. Once you have satisfied the eligibility conditions described above, you will be eligible to participate under the Plan on your Entry Date. For this purpose, your Entry Date is your date of employment. Thus, you will be eligible to participate immediately upon your date of hire, provided you are an Eligible Employee.

Docusign Envelope ID: 40DE0477-C035-8A17-80DB-813945F38B2F

Crediting eligibility service. In determining whether you satisfy any minimum age or service conditions under the Plan, all service you perform during the year is counted. In addition, if you go on a maternity or paternity leave of absence (including a leave of absence under the Family Medical Leave Act) or a military leave of absence, you may receive credit for service during your period of absence for certain purposes under the Plan. You should contact the Plan Administrator to determine the effect of a maternity/paternity or military leave of absence on your eligibility to participate under the Plan.

Eligibility upon rehire. If you terminate employment after satisfying the minimum age and service requirements under the Plan and you are subsequently rehired as an Eligible Employee, you will enter the Plan on the later of your rehire date or your Entry Date. If you terminate employment prior to satisfying the minimum age and service requirements, and you are subsequently rehired, you will have to re-satisfy the eligibility requirements in order to participate under the Plan.

Eligibility upon change in employment status. If you are not an Eligible Employee on your Entry Date, but you subsequently change status to an eligible class of Employee, you will be eligible to enter the Plan immediately (provided you have already satisfied the minimum age and service requirements). If you are an Eligible Employee and subsequently become ineligible to participate in all or certain parts of the Plan, all contributions for which you are no longer eligible for under the Plan will cease as of the date you become ineligible to participate. See “Excluded Employees” information above for more information on exclusions to participation under the Plan. However, all service earned while you are employed, including service earned while you are ineligible, will be counted when calculating your vested percentage in your account balance.

Allocation Conditions

If you are an Eligible Employee and have satisfied the minimum age and service requirements described above, you are entitled to share in the contributions described in Article 5, provided you satisfy the allocation conditions described below.

Salary Deferrals. You do not need to satisfy any additional allocation conditions to make Salary Deferrals under the Plan. If you satisfy the eligibility conditions described above, you will be eligible to make Salary Deferrals, regardless of how many hours you work during the year or whether you terminate employment during the year. However, you may not continue to make Salary Deferrals after you terminate employment.

Matching Contributions. You will be entitled to share in any Matching Contributions we make to the Plan if you satisfy the eligibility conditions described above. You do not need to satisfy any additional allocation conditions to receive a Matching Contribution. You will receive your share of the Matching Contributions regardless of how many hours you work during the year or whether you terminate during the year.

Employer Contributions. You will be entitled to share in any Employer Contributions we make to the Plan if you satisfy the eligibility conditions described above. You do not need to satisfy any additional allocation conditions to receive an Employer Contribution. You will receive your share of the Employer Contributions regardless of how many hours you work during the year or whether you terminate during the year.

ARTICLE 5
PLAN CONTRIBUTIONS

The Plan provides for the contributions listed below. Article 4 discusses the requirements you must satisfy to receive the contributions described in this Article 5. Article 7 describes the vesting rules applicable to your plan benefits. Special rules also may apply if you leave employment to enter qualified military service. See your Plan Administrator if you have questions regarding the rules that apply if you are on military leave.

Docusign Envelope ID: 40DE0477-C035-8A17-80DB-813945F38B2F

Salary Deferrals

If you have satisfied the conditions for participating under the Plan (as described in Article 4 above) you are eligible to make Salary Deferrals to the Plan. To begin making Salary Deferrals, you must complete a Salary Deferral election requesting that a portion of your compensation be contributed to the Plan instead of being paid to you as wages. However, see the discussion below regarding the application of the "automatic deferral" provisions under the Plan that may apply if you do not specifically elect to defer (or not defer) under the Plan. Any Salary Deferrals you make to the Plan will be invested in accordance with the Plan's investment policies.

Pre-Tax Salary Deferrals. If you make Salary Deferrals to the Plan, you will not have to pay income taxes on such amounts or on any earnings until you withdraw those amounts from the Plan.

Consider the following examples:

- If you earn $30,000 a year, are in the 22% tax bracket, are eligible to participate in the Plan and you elect to save 3% (or $900) of your salary under the 403(b) Plan this year, you would save $198 in Federal income taxes (22% of $900 = $198).

- If you earn $30,000 a year, are in the 22% tax bracket, are eligible to participate in the Plan, and you elect to save 5% (or $1,500) of your salary under the 403(b) Plan this year, you would save $330 in Federal income taxes (22% of $1,500 = $330).

- If you earn $30,000 a year, are in the 22% tax bracket, are eligible to participate in the Plan and you elect to save 8% (or $2,400) of your salary under the 403(b) Plan this year, you would save $528 in Federal income taxes (22% of $2,400 = $528).

As you can see, the more you are able to put away in the Plan and the higher your tax bracket, the greater your tax savings will be. In addition, if the amount of your Salary Deferrals grows due to investment earnings, you will not have to pay any Federal income taxes on those earnings until such time as you withdraw those amounts from the Plan.

Roth Deferrals. Effective January 1, 2021, you also may be able to avoid taxation on earnings under the Plan by designating your Salary Deferrals as Roth Deferrals. Roth Deferrals are a form of Salary Deferral but, instead of being contributed on a pre-tax basis, you must pay income tax currently on such deferrals. However, provided you satisfy the distribution requirements applicable to Roth Deferrals (as discussed in Article 8 below), you will not have to pay any income taxes at the time you withdraw your Roth Deferrals from the Plan, including amounts attributable to earnings. Thus, if you take a qualified distribution (as described in Article 8) your entire distribution may be withdrawn tax-free. You should discuss the relative advantages of pre-tax Salary Deferrals and Roth Deferrals with a financial professional before deciding how much to designate as pre-tax Salary Deferrals and Roth Deferrals.

Salary Deferral election. You may not begin making Salary Deferrals under the Plan until you enter into a Salary Deferral election designating how much you wish to defer under the Plan. However, as described below, Salary Deferrals may be automatically withheld from your paycheck if you do not specifically elect to defer (or not defer) under the Plan.

Change of election. You can increase or decrease the amount of your Salary Deferrals as of a designated election date. For this purpose, the designated election date(s) for changing or modifying your Salary Deferral election will be set forth under the Salary Deferral election or other written procedures describing the time period for changing Salary Deferral elections. If the available election date(s) change, you will be notified in writing of any such change. You always will be able to change or modify your Salary Deferral election at least once per year. Generally, you may revoke an existing Salary Deferral election and stop making Salary Deferrals at any time. Any change you make to a Salary Deferral election will become effective as of the next designated election date, and will remain in effect until modified or canceled during a subsequent election period.

Docusign Envelope ID: 40DE0477-C035-8A17-80DB-813945F38B2F

Automatic deferral election. To simplify the administrative requirements for making Salary Deferrals under the Plan, the Plan is set up with an "automatic" deferral feature. Under this feature, you do not have to make a Salary Deferral election to begin deferring under the Plan. Thus, if you have otherwise satisfied the eligibility requirements for Salary Deferrals described under Article 4 but have not made a Salary Deferral election, we will automatically withhold 5% of your Plan Compensation from each paycheck and deposit such amounts into the Plan as a Salary Deferral.

Any amounts that are automatically withheld from your paycheck will be invested in accordance with the Plan's investment policies and will be exempt from taxation just like any other pre-tax Salary Deferral. If you would like to modify your automatic deferral amount, you must make a Salary Deferral election indicating the amount you wish to defer. If you do not wish to defer under the Plan, you must make a Salary Deferral election indicating a zero deferral rate.

Application of automatic deferral provisions. The automatic deferral provisions described above will apply only to Employees who become Participants on or after July 1, 2014, provided the Employee does not make a Salary Deferral election (including an election not to defer). Thus, if you become a Participant on or after July 1, 2014 and do not make a Salary Deferral election or enter into an agreement specifically electing not to defer, the automatic deferral provisions will apply and Salary Deferrals will automatically be withheld from your paycheck as indicated above.

Special rules. In addition, in applying the automatic deferral provisions described above, the following special rules apply: Part-time and temporary Employees, as defined in the Employee Handbook, are not subject to the automatic deferral provisions.

Permissive withdrawals under certain automatic enrollment plans. If you have Salary Deferrals automatically contributed to the Plan pursuant to an automatic deferral election, you may withdraw such contributions (and earnings attributable thereto) within 90 days after the first default Salary Deferral is made under the Plan. The Plan Administrator will provide you with an annual notice describing your rights under the Plan, including your ability to withdraw default deferral contributions, to the extent such distribution option is available under the Plan.

- If you are subject to the Plan's automatic enrollment requirements, but do not for an entire Plan Year have automatic Salary Deferrals made to the Plan, if automatic Salary Deferrals then begin at a later time, you may elect a permissible withdrawal within the period of time stated above.

Treatment of rehired Participant. If you are rehired, you will be treated as a new Employee for automatic enrollment purposes.

Matching Contributions

We are authorized under the Plan to make a Matching Contribution on behalf of eligible Plan participants. A Matching Contribution is an Employer Contribution that is made to participants who make Salary Deferrals to the Plan. If you satisfy all of the eligibility requirements described in Article 4 above for Matching Contributions and you make Salary Deferrals to the Plan, you will receive an allocation of any Matching Contributions we make to the Plan, in accordance with the matching formula described below. For this purpose, any Matching Contribution will also apply with respect to any Roth Deferrals you make to the Plan. If you do not satisfy all of the eligibility requirements for receiving a Matching Contribution, you will not share in an allocation of such Matching Contributions for the period for which you do not satisfy the eligibility requirements.

Matching Contributions will be contributed to your Matching Contribution account under the Plan at such time as we deem appropriate. Matching Contributions may be contributed during the Plan Year or after the Plan Year ends. Any Matching Contributions we make will be made in accordance with the following Matching Contribution formula.

- **Fixed Matching Contribution formula.** We will make a fixed Matching Contribution on behalf of eligible participants who make Salary Deferrals to the Plan. The Matching Contribution will equal 50% of Salary Deferrals you make during each payroll period.

Docusign Envelope ID: 40DE0477-C035-8A17-80DB-813945F38B2F

Limit on Matching Contributions. In addition to the overall limit on total contributions described in Article 6 below, the Plan imposes special limits on the amount a participant may receive as a Matching Contribution under the Plan for each payroll period.

- **Limit on Eligible Contributions.** In determining the amount of Matching Contributions you are entitled to under the Plan, only a certain amount of your contributions are taken into account. For this purpose, any contributions you make above 8% of Plan Compensation will not be eligible for a Matching Contribution. Thus, if you make contributions in excess of 8% of Plan Compensation, you will not receive a Matching Contribution with respect to those contributions.

Employer Contributions

We are authorized under the Plan to make Employer Contributions on behalf of our employees. In order to receive an Employer Contribution, you must satisfy all of the eligibility requirements described in Article 4 above for Employer Contributions. If you do not satisfy all of the conditions for receiving an Employer Contribution, you will not share in an allocation of such Employer Contributions for the period for which you do not satisfy the eligibility requirements.

Employer Contribution Formula. Employer Contributions will be contributed to your Employer Contribution account under the Plan at such time as we deem appropriate. Generally, Employer Contributions may be contributed during the Plan Year or after the Plan Year ends. Any Employer Contributions we make will be made in accordance with the following Employer Contribution formula.

- **Fixed Employer Contribution formula.** We will make a contribution to the Plan on behalf of eligible participants equal to 5% of Plan Compensation earned during each payroll period. Such contribution will be placed in an account under the Plan on your behalf, provided you satisfy the eligibility conditions described in Article 4 above. We retain the right to amend the Plan to reduce or eliminate this contribution. If we amend the Plan to reduce or eliminate this fixed contribution, you will be notified of such change. (See Article 11 below for more information regarding Plan amendments.)

Rollover Contributions

If you have an account balance in another qualified retirement plan or an IRA, you may move those amounts into this Plan, without incurring any tax liability, by means of a “rollover” contribution. You may also rollover Roth contributions from another qualified plan to this Plan. Rollovers are not permitted from a Roth IRA. You are always 100% vested in any amounts you contribute to the Plan as a rollover from another qualified plan or IRA. This means that you will always be entitled to all amounts in your rollover account. Rollover contributions will be affected by any investment gains or losses under the Plan.

You may accomplish a rollover in one of two ways. You may ask your prior plan administrator or trustee to directly rollover to this Plan all or a portion of any amount which you are entitled to receive as a distribution from your prior plan. Alternatively, if you receive a distribution from your prior plan, you may elect to deposit into this plan any amount eligible for rollover within 60 days of your receipt of the distribution. The 60-day rollover option is not available for rollovers of Roth contributions. Any rollover to the Plan will be credited to your Rollover Contribution Account. See Article 8 below for a description of the distribution provisions applicable to rollover contributions.

Generally, the Plan will accept a rollover contribution from another qualified retirement plan or IRA. The Plan Administrator may adopt separate procedures limiting the type of rollover contributions it will accept. For example, the Plan Administrator may impose restrictions on the acceptance of after-tax contributions or Salary Deferrals (including Roth Deferrals) or may restrict rollovers from particular types of plans. However, you may not make a Rollover Contribution to the Plan prior to becoming a Participant in the Plan. The Plan Administrator may, in its discretion, accept rollover contributions from former Employees who continue to have account balances under the Plan. Any procedures affecting the ability to make Rollover Contributions to the Plan will not be applied in a discriminatory manner.

Docusign Envelope ID: 40DE0477-C035-8A17-80DB-813945F38B2F

If you have questions about whether you can rollover a prior plan distribution, please contact the Plan Administrator or other designated Plan representative.

ARTICLE 6
LIMIT ON CONTRIBUTIONS

The IRS imposes limits on the amount of contributions you may receive under this Plan, as described below.

IRS limits on Salary Deferrals. The IRS imposes limits on the amount you can contribute as Salary Deferrals during a calendar year. For 2025, the maximum deferral limit is $23,500 ($24,500 in 2026). For years after 2026, the maximum deferral limit may be adjusted for cost-of-living each year. The Plan Administrator will provide you with information regarding the adjusted deferral limits beginning after 2026.

In addition, if you are at least age 50 by December 31 of the calendar year, you also may make a special catch-up contribution in addition to the maximum deferral limit described above. For 2025, the catch-up contribution limit is $7,500 ($8,000 in 2026). For years after 2026, the catch-up contribution limit may be adjusted for cost-of living each year. The Plan Administrator will provide you with information concerning the catch-up contribution limit for years after 2026.

> **Example:** If you are at least age 50 by December 31, 2025, the maximum Salary Deferral you may make for the 2025 calendar year would be $31,000 [i.e., $23,500 maximum deferral limit plus $7,500 catch-up contribution limit].

Age 50 Catch-Up Contributions. Effective for taxable years beginning on or after March 1, 2025, the Plan's age 50 Catch-Up Contribution Limit increases to the greater of $10,000 (adjusted for cost of living changes) or 150% of the regular Catch-Up Limit (Higher Catch-Up Limit) for Participants who have attained ages 60 – 63 by the end of the Participant's taxable year. For 2025 and 2026, the Higher Catch-Up Limit is $11,250 and as noted above, may increase annually. After age 63, the Catch-Up Limit goes back to the amount of the regular Catch-Up Limit.

- If your 2025 compensation (based on your W-2, box 3) exceeds $150,000 (indexed), you are considered a Highly Paid Individual (HPI) in 2026. If you are an HPI and making pre-tax Salary Deferrals, any Catch-up Contributions you make to the Plan will be made as Roth Deferrals, unless you make an alternate election.

The IRS deferral limit applies to all Salary Deferrals you make in a given calendar year to this Plan or any other cash or deferred arrangement (including a cash or deferred arrangement maintained by an unrelated employer). For this purpose, cash or deferred arrangements include 401(k) plans, 403(b) plans, simplified employee pension (SEP) plans or SIMPLE plans. (Note: If you participate in both this Plan and a 457 eligible deferred compensation plan, special limits may apply under the 457 plan. You should contact the Plan Administrator of the 457 plan to find out how participation in this Plan may affect your limits under the 457 plan.)

If you make Salary Deferrals for a given year in excess of the deferral limit described above under this Plan or another plan maintained by the Employer (or any other employer maintaining this Plan), the Plan Administrator will automatically return the excess amount and associated earnings to you by April 15. If you make Salary Deferrals for a given year in excess of the deferral limit described above because you made Salary Deferrals under this Plan and a plan of an unrelated employer not maintaining this Plan, you must ask one of the plans to refund the excess amount to you. If you wish to take a refund from this Plan, you must notify the Plan Administrator, in writing, by March 1 of the next calendar year so the excess amount and related earnings may be refunded by April 15. The excess amount is taxable for the year in which you made the excess deferral. If you fail to request a refund, you will be subject to taxation in two separate years: once in the year of deferral and again in the year the excess amount is actually paid to you.

IRS limit on total contributions under the Plan. The IRS imposes a maximum limit on the total amount of contributions you may receive under this Plan. This limit applies to all contributions we make on your behalf,

Docusign Envelope ID: 40DE0477-C035-8A17-80DB-813945F38B2F

all contributions you contribute to the Plan, and any forfeitures allocated to any of your accounts during the year. Under this limit, the total of all contributions under the Plan cannot exceed a specific dollar amount or 100% of your annual compensation, whichever is less. For 2025, the dollar limit is $70,000 ($72,000 in 2026). For years after 2026, this amount may be increased for inflation. For purposes of applying the 100% of compensation limit, your annual compensation includes all taxable compensation, increased for any Salary Deferrals you may make to this 403(b) plan and any pre-tax contributions you may make to any other plan we may maintain, such as a cafeteria health plan.

> **Example:** Suppose in 2026 you earn compensation of $55,000 (after reduction for pre-tax 403(b) plan contributions of $5,500). Your compensation for purposes of the overall contribution limit is $60,500 ($55,000 + $5,500 of pre-tax deferrals). The maximum amount of contributions you may receive under the Plan for 2026 is $60,500 (the lesser of $72,000 or 100% of $60,500).

Special limits for churches and church-related organizations. If you are an employee of a church or church-related organization, the IRS provides a special contribution limit. In such a case, your total contributions may go up to $10,000 per year (with a limit of $40,000 for all years) without violating other applicable contribution limits. In addition, certain employees performing services outside of the U.S. and earning over $17,000 a year may receive contributions of up to $3,000 per year without violating other applicable contribution limitations. See the Plan Administrator for more information.

ARTICLE 7
DETERMINATION OF VESTED BENEFIT

Vested account balance. When you take a distribution of your benefits under the Plan, you are only entitled to withdraw your *vested* account balance. For this purpose, your *vested* account balance is the amount held under the Plan on your behalf for which you have earned an ownership interest. You earn an ownership interest in your Plan benefits if you have earned enough service with us to become *vested* based on the Plan's vesting schedule. If you terminate employment before you become fully vested in any of your Plan benefits, those non-vested amounts may be forfeited. (See below for a discussion of the forfeiture rules that apply if you terminate with a non-vested benefit under the Plan.)

The following describes the vesting schedule applicable to contributions under the Plan.

- **Salary Deferrals.** You are always 100% vested in your Salary Deferrals. In other words, you have complete ownership rights to your Salary Deferrals under the Plan.

- **Matching Contributions.** You are always 100% vested in your Matching Contributions. Thus, you have complete ownership rights to your Matching Contributions immediately after such amounts are contributed to the Plan on your behalf.

- **Employer Contributions.** You become *vested* in your Employer Contributions account under a "5-year graded vesting schedule." Under this vesting schedule, you will have a complete ownership interest in your Employer Contributions once you have completed five (5) Years of Vesting Service. Prior to the completion of five Years of Vesting Service, you will be vested in your Employer Contribution account under the following schedule:

Years of Vesting Service	Vested percentage
1	20%
2	40%
3	60%
4	80%
5 or more	100%

Docusign Envelope ID: 40DE0477-C035-8A17-80DB-813945F38B2F

- **Other contributions.** In addition, certain special contributions that are made to the Plan on your behalf will always be 100% vested. If any of these special contributions are made to the Plan, you will always have an immediate ownership interest in such contributions. Examples of special contributions that may be made to the Plan include:
  - Rollover Contributions

Special vesting rules. The following special rules apply for purposes of determining your vested percentage under the Plan: Effective December 31, 2020, an Employee of Catholic Charities of the Diocese of Raleigh, Inc. who terminates employment on December 31, 2020 and is immediately hired by the City of Raleigh in connection with the transfer of operations of Oak City Cares, shall become 100% vested in their Account Balance.

Protection of vested benefit. Once you are vested in your benefits under the Plan, you have an ownership right to those amounts. While you may not be able to immediately withdraw your vested benefits from the Plan due to the distribution restrictions described under Article 8 below, you generally will never lose your right to those vested amounts. However, it is possible that your benefits under the Plan will decrease as a result of investment losses. If your benefits decrease because of investment losses, you will only be entitled to the vested amount in your account at the time of distribution.

Exception to vesting schedule. The above vesting schedule no longer applies once you reach Normal Retirement Age under the Plan. Thus, if you are still employed with us at Normal Retirement Age, you will automatically become 100% vested in all contributions under the Plan. You also will be fully vested in your entire account balance (regardless of the Plan's vesting schedule) if the plan is terminated. In addition, you will also automatically become 100% vested if, during your employment, you:

- die
- terminate employment due to becoming Disabled

Years of Vesting Service. To calculate your vested benefit under the Plan, your Years of Vesting Service are used to determine where you are on the vesting schedule. The Plan contains different rules for determining Years of Vesting Service for Employer Contributions. The Plan Administrator will track your service and will calculate your years of service in accordance with the Plan requirements.

- **Matching Contributions.** Years of Service do not apply for purposes of determining Matching Contributions under the Plan since such contributions are always 100% vested.
- **Employer Contributions.** You will be credited with a Year of Vesting Service for each full year of service you work for us. You also may be entitled to service earned during a period of severance if you are subsequently reemployed. If you have questions regarding your position on the vesting schedule, please contact the Plan Administrator.

In calculating your Years of Vesting Service, all of your service with us is taken into account, including service you may have earned before the Plan was adopted.

Break in Service rules. If you do not work a sufficient number of hours during a year, you may "lose" credit for certain vesting service under the Plan's Break in Service rules. The Plan Administrator monitors the Break in Service rules and can provide you with additional information on the effect of these rules. While these vesting Break in Service rules may cause you to lose credit for certain vesting service, they will not cause you to lose any benefits for which you are already vested.

- **Nonvested Break in Service rule.** The Nonvested Break in Service rule applies only to *totally nonvested* (i.e., 0% vested) Participants. If you are totally nonvested in your benefits under the Plan and you have five consecutive Breaks in Service, all the service you earned before the 5-year period no longer counts for vesting purposes. Thus, if you return to employment after incurring five consecutive Breaks in Service, you will be treated as a new employee (with no prior service) for purposes of determining your vested percentage in your benefits under the Plan. However, if you have benefits under the Plan in which you are vested, you do not lose any rights to those amounts under these rules.

Docusign Envelope ID: 40DE0477-C035-8A17-80DB-813945F38B2F

Special vesting provisions. In applying the vesting rules under the Plan, the following special rules apply: An Employee who terminated employment with a vested Account Balance in the Plan prior to January 1, 2011 that is subsequently rehired shall have their prior vesting calculated using the Years of Service method. Under the Years of Service method, an Employee earns a Year of Service for vesting purposes upon completing 1,000 actual Hours of Service during a Plan Year. These special rules apply only for purposes of determining vesting of Employer Contributions.

Forfeiture of nonvested benefits. If you terminate employment before you become fully vested in your Plan benefits, you will be entitled to receive a distribution of your *vested* benefits under the Plan. Your non-vested benefits will be *forfeited* as described below. You are not entitled to receive a distribution of your non-vested benefits.

If you terminate employment at a time when you are only partially-vested (or totally non-vested) in any of your Plan benefits, how the Plan treats your non-vested balance will depend on whether you take a distribution when you terminate employment.

- **Forfeiture upon distribution.** If you take a distribution of your entire vested benefit when you terminate employment, your non-vested benefit will be forfeited in accordance with the terms of the Plan. If you are totally non-vested in any contributions we made on your behalf, you will be deemed to receive a distribution for purposes of applying these forfeiture rules.

  - **Buy-back of forfeited benefits upon reemployment.** If you take a distribution of your entire vested benefit when you terminate employment, and as a result, some (or all) of your Plan benefits are forfeited, you have the right to repay the distributed amount to the Plan if you are rehired prior to incurring five consecutive Breaks in Service (as defined under "Forfeiture upon five consecutive Breaks in Service" below). If you repay the total amount of your distribution back to the Plan, we will restore the amount of your non-vested benefit which was forfeited as a result of that distribution. Please contact the Plan Administrator if you wish to buy-back prior benefits under the Plan. The Plan Administrator will inform you of the amount you must repay to buy-back your prior forfeited benefit.

  - **Timing of buy-back.** For us to restore your forfeited benefits, you must make repayment to the Plan no later than five years following your reemployment date. If you received a "deemed" distribution because you were totally non-vested, your non-vested benefit will automatically be restored within a reasonable time following your reemployment, provided you have not incurred five consecutive Breaks in Service prior to your reemployment.

- **Forfeiture upon five consecutive Breaks in Service.** Depending on the value of your vested benefits, you may be able to keep your benefits in the Plan when you terminate employment. If you do not take a distribution of your entire vested benefit when you terminate employment, your non-vested benefit will remain in your account until you have incurred five consecutive Breaks in Service, at which time your non-vested benefit will be forfeited in accordance with the terms of the Plan. Your vested benefits will not be forfeited under this forfeiture rule. If you have any questions regarding the application of these rules, you should contact the Plan Administrator.

Treatment of forfeited benefits. If any benefit amounts are forfeited under the Plan, such forfeited amounts will be allocated to eligible Participants as additional contributions for the Plan Year in which the forfeiture occurs. For purposes of determining eligibility for an allocation of forfeitures, the same allocation conditions described in Article 4 apply for any allocation of forfeitures.

Special forfeiture rules. The following special rules apply for purposes of determining forfeitures under the Plan: Forfeitures may be used to pay Plan expenses.

Docusign Envelope ID: 40DE0477-C035-8A17-80DB-813945F38B2F

ARTICLE 8
PLAN DISTRIBUTIONS

The Plan contains detailed rules regarding when you can receive a distribution of your benefits from the Plan. As discussed in Article 7 above, if you qualify for a Plan distribution, you will only receive your vested benefits. This Article 8 describes when you may request a distribution and the tax effects of such a distribution.

Spousal Consent for Distributions.

- If you are married, your spouse must consent to any distribution, if your vested account balance exceeds $0.

- If you are married, your spouse must consent if you name a beneficiary who is someone other than your spouse.

Distribution upon termination of employment. When you terminate employment, you may be entitled to a distribution from the Plan. The availability of a distribution will depend on the amount of your vested account balance.

- **Vested account balance in excess of $5,000.** If your total vested account balance exceeds $5,000 as of the distribution date, you may receive a distribution from the Plan as soon as administratively feasible following your termination of employment. If you do not consent to a distribution of your vested account balance, your balance will remain in the Plan. If you receive a distribution of your vested benefits when you are only partially-vested in your Plan benefits, your non-vested benefits will be forfeited. For this purpose, your vested account balance is determined with regard to any Rollover Contributions you may have under the plan.

  You may elect to take your distribution in any of the following forms. Prior to receiving a distribution from the Plan, you will receive a distribution package that will describe the distribution options that are available to you. If you have any questions regarding your distribution options under the Plan, please contact the Plan Administrator.

  - **Lump sum.** You may elect to take a distribution of your entire vested account balance in a lump sum. If you take a lump sum distribution, you may elect to rollover all (or any portion) of your distribution to an IRA or to another qualified plan. See the *Special Tax Notice*, which you may obtain from the Plan Administrator, for more information regarding your ability to rollover your plan distribution.
  - **Installment payments.** You may elect to receive a distribution in the form of a series of installment payments. If you elect distribution in the form of installments, your vested benefit will be paid out in equal annual installments over a set number of years. If the installment period is 10 years or greater, you may not rollover any of the installment payments into an IRA or into another qualified plan. The Plan Administrator will provide you with forms necessary to elect an installment distribution under the Plan.
  - **Partial lump sums.** You may elect to receive a distribution in the form of a partial lump sum payment of less than your entire vested benefit. However, you may not take a partial lump sum distribution of less than $1,000. The Plan Administrator will provide you with forms necessary to elect a partial lump sum distribution under the Plan.

- **Vested account balance of $5,000 or less.** If your total vested account balance under the Plan is $5,000 or less as of the distribution date, you will be eligible to receive a distribution of your entire vested account balance in a lump sum as soon as administratively feasible following your termination of employment. If you receive a distribution of your vested benefits when you are partially-vested in your Plan benefits, your non-vested benefits will be forfeited. For this purpose, your vested account balance is determined by including any Rollover Contributions you may have under the plan.

  You may elect to receive your distribution in cash or you may elect to rollover your distribution to an IRA or to another qualified plan. If your total vested account balance under the Plan is $5,000 or less

Docusign Envelope ID: 40DE0477-C035-8A17-80DB-813945F38B2F

as of the distribution date and you do not consent to a distribution of your vested account balance, your vested account balance automatically will be rolled over to an IRA selected by the Plan Administrator. If your total vested account balance exceeds $5,000, no distribution will be made from the Plan without your consent.

If your benefit is automatically rolled over to an IRA selected by the Plan Administrator, such amounts will be invested in a manner designed to preserve principal and provide a reasonable rate of return. Common types of investment vehicles that may be used include money market accounts, certificates of deposit or stable value funds. Reasonable expenses may be charged against the IRA account for expenses associated with the establishment and maintenance of the IRA. Any such expenses will be no greater than similar fees charged for other IRAs maintained by the IRA provider. For further information regarding the automatic rollover requirements, including further information regarding the IRA provider and the applicable fees and expenses associated with the automatic rollover IRA, please contact the Plan Administrator or other designated Plan representative.

- You may receive your distribution in the form of property or other in-kind distribution.

In-service distributions. You may withdraw vested amounts from the Plan while you are still employed with us, but only if you satisfy the Plan's requirements for in-service distributions. Different in-service distribution options apply depending on the type of contribution being withdrawn from the Plan.

If your account is invested in custodial accounts/mutual funds, your ability to take certain in-service distributions may be limited. For more information on such limitations, please see your Plan Administrator.

- **Salary Deferrals.** You may withdraw amounts attributable to Salary Deferrals while you are still employed upon any of the following events:
  - You are at least age 59½ at the time of the distribution.
  - You have incurred a hardship, as described below.
  - You are in certain qualified active military duty. Please contact your Plan Administrator if you have any questions regarding the availability of a distribution under this provision.

  No in-service distribution of Salary Deferrals may be made prior to age 59½ (other than a distribution on account of hardship). Thus, regardless of any in-service distribution provisions under the Plan, you may not request an in-service distribution of amounts attributable to your Salary Deferrals under the Plan prior to attaining age 59½ (other than a distribution on account of hardship).
- **Matching Contributions.** You may withdraw amounts attributable to Matching Contributions while you are still employed upon any of the following events:
  - You have reached the Plan's Normal Retirement Age at the time of the distribution.
- **Employer Contributions.** You may withdraw amounts attributable to Employer Contributions while you are still employed upon any of the following events:
  - You have reached the Plan's Normal Retirement Age at the time of the distribution.
- **Rollover Contributions.** If you have rolled money into this Plan from another qualified plan or IRA, you may take an in-service distribution of your Rollover Contribution account at any time.

Hardship distribution. To receive a distribution on account of hardship, you must demonstrate one of the following hardship events.

(1) You need the distribution to pay unpaid medical expenses for yourself, your spouse or any dependent.

(2) You need the distribution to pay for the purchase of your principal residence. You must use the hardship distribution for the *purchase* of your principal residence. You may not receive a hardship distribution solely to make mortgage payments.

Docusign Envelope ID: 40DE0477-C035-8A17-80DB-813945F38B2F

(3) You need the distribution to pay tuition and related educational fees (including room and board) for the post-secondary education of yourself, your spouse, your children, or other dependent. You may take a hardship distribution to cover up to 12 months of tuition and related fees.

(4) You need the distribution to prevent your eviction or to prevent foreclosure on your mortgage. The eviction or foreclosure must be related to your principal residence.

(5) You need the distribution to pay funeral or burial expenses for your deceased parent, spouse, child or dependent.

(6) You need the distribution to pay expenses to repair damage to your principal residence (provided the expenses would qualify for a casualty loss deduction on your tax return, without regard to 10% adjusted gross income limit).

(7) You need the distribution to pay expenses and losses (including loss of income) incurred due to a federally-declared disaster. Your principal residence or principal place of employment at the time of the disaster must be located in the federally-declared disaster area.

Before you may receive a hardship distribution, you must represent, in writing, that you have insufficient cash or other liquid assets to satisfy your financial need.

In addition, if you have other distributions available under this Plan (or any other plan we may maintain) you must take such distributions *before* requesting a hardship distribution.

You may not receive a hardship distribution of more than you need to satisfy your hardship. In calculating your maximum hardship distribution, you may include any amounts necessary to pay federal, state or local income taxes or penalties reasonably anticipated to result from the distribution. See the Plan Administrator for more information regarding the maximum amount you may take from the Plan as a hardship distribution and the total amount you have available for a hardship distribution. The Plan Administrator will provide you with the appropriate forms for requesting a hardship distribution.

If you take a Hardship Distribution under the Plan, such distribution may not include earnings on Pre-Tax and Roth Deferral Accounts.

Limits on in-service distributions. In addition to the requirements described above for receiving an in-service distribution, the Plan contains additional limits which may limit your ability to take an in-service withdrawal. For example:

- You may not receive a hardship distribution (even if otherwise available under the Plan) if you have terminated employment.
- The following special rules apply: A Participant is required to take a loan before a Hardship distribution unless the Participant has a safe harbor Hardship need for expenses and income incurred on account of a disaster declared by the Federal Emergency Management Agency (FEMA).

The Plan Administrator may impose additional limitations on in-service distributions as authorized under the Plan.

Required Minimum Distributions.

If you have not begun taking distributions before you attain your Required Beginning Date, the Plan generally must commence distributions to you as of such date. For this purpose, your Required Beginning Date is based on your date of birth as follows:

Birthdate	Required Beginning Date Age
Before July 1, 1949	70 ½
July 1, 1949 - December 31, 1950	72
January 1, 1951 – December 31, 1959	73
January 1, 1960 or later	75

Docusign Envelope ID: 40DE0477-C035-8A17-80DB-813945F38B2F

Once you attain your Required Beginning Date, subject to the investment arrangements in the Plan, the Plan Administrator will commence Required Minimum Distributions to you as required. The Plan Administrator will inform you of the amount you are required to receive once you attain your Required Beginning Date.

Distribution upon disability. If you should terminate employment because you are disabled, you will be eligible to receive a distribution of your vested account balance under the Plan's normal distribution rules.

Disaster-related distributions. Special rules related to certain federally-declared natural disasters may have applied for distributions and loans under the Plan. If you received a disaster-related distribution from the Plan, you may be able to recontribute the amount of the distribution to the Plan. Please contact the Plan Administrator for more information.

Distribution of lifetime income investment. The Plan may allow a distribution of certain lifetime income investments, provided such distribution is made within the 90-day period ending on the date when the lifetime income investment is no longer authorized to be held as an investment option under the Plan. The Plan Administrator will notify you if you are eligible for this type of distribution.

Distributions upon death. If you should die before taking a distribution of your entire vested account balance, your remaining benefit will be distributed to your beneficiary or beneficiaries. You may designate or change your beneficiary(ies) using any method permitted by the Plan Administrator.

If you are married, your spouse generally is treated as your beneficiary, unless you and your spouse properly designate an alternative beneficiary to receive your benefits under the Plan. The Plan Administrator will provide you with information concerning the availability of death benefits under the Plan and your rights (and your spouse's rights) to designate an alternative beneficiary for such death benefits. For purposes of determining your beneficiary to receive death distributions under the Plan, any designation of your spouse as beneficiary is automatically revoked upon a formal divorce decree unless you re-execute a new beneficiary designation form or enter into a valid Qualified Domestic Relations Order (QDRO).

Default beneficiaries. If you do not designate a beneficiary to receive your benefits upon death, your benefits will be distributed first to your spouse. If you have no spouse at the time of death, your benefits will be distributed to your surviving children in equal shares. If you have no surviving spouse or children at the time of your death, your benefits will be distributed to your estate.

Taxation of distributions. Generally, you must include any Plan distribution in your taxable income in the year you receive the distribution. More detailed information on tax treatment of Plan distributions is contained in the "Special Tax Notice" which you may obtain from the Plan Administrator.

- **Roth Deferrals.** If you make Roth Deferrals under the Plan, you will not be taxed on the amount of the Roth Deferrals taken as a distribution (because you pay taxes on such amounts when you contribute them to the Plan). In addition, you will not pay taxes on any earnings associated with the Roth Deferrals, provided you take the Roth Deferrals and earnings in a qualified distribution. For this purpose, a qualified distribution occurs only if you have had your Roth Deferral account in place for at least 5 years and you take the distribution on account of death, disability, or attainment of age 59½. If you have made both pre-tax Salary Deferrals and Roth Deferrals under the Plan, you may designate the extent to which a distribution of Salary Deferrals is taken from your pre-tax Salary Deferral Account or your Roth Deferral Account. Any distribution of Salary Deferrals (including Roth Deferrals) must be authorized under the Plan distribution provisions.

  If you take a distribution that does not qualify as a qualified distribution, you will be taxed on the earnings associated with the Roth contributions. (You will never be taxed on the Roth contributions distributed since those amounts are taxed at the time you make the Roth contributions or Roth conversion.)

Distributions before age 59½. If you receive a distribution before age 59½, you generally will be subject to a 10% penalty tax in addition to regular income taxation on the amount of the distribution that is subject to taxation. You may avoid the 10% penalty tax by rolling your distribution into another plan or IRA. Certain

Docusign Envelope ID: 40DE0477-C035-8A17-80DB-813945F38B2F

exceptions to the penalty tax may apply. For more information, please review the "Special Tax Notice," which may be obtained from the Plan Administrator.

Rollovers and withholding. You may "rollover" most Plan distributions to an IRA or another qualified plan and avoid current taxation. You may accomplish a rollover either directly or indirectly. In a direct rollover, you instruct the Plan Administrator that you wish to have your distribution deposited directly into another plan or an IRA. In an indirect rollover, the Plan Administrator actually makes the distribution to you and you may rollover that distribution to an IRA or another qualified plan within 60 days after you receive the Plan distribution.

If you are eligible to directly rollover a distribution but choose not to, the Plan Administrator must withhold 20% of the taxable distribution for federal income tax withholding purposes. The Plan Administrator will provide you with the appropriate forms for choosing a direct rollover. For more information, see the "Special Tax Notice," which may be obtained from the Plan Administrator.

Certain benefit payments are not eligible for rollover and therefore will not be subject to 20% mandatory withholding. The types of benefit payments that are not "eligible rollover distributions" include:

- annuities paid over your lifetime,
- installment payments for a period of at least ten (10) years,
- minimum required distributions,
- hardship withdrawals, and
- certain "corrective" distributions.

[***Note:*** *All of the above distribution options may not be available under this Plan.*]

Non-assignment of benefits and Qualified Domestic Relations Orders (QDROs) Your benefits cannot be sold, used as collateral for a loan, given away, or otherwise transferred, garnished, or attached by creditors, except as provided by law. However, if required by applicable state domestic relations law, certain court orders could require that part of your benefit be paid to someone else—your spouse or children, for example. This type of court order is known as a Qualified Domestic Relations Order (QDRO). As soon as you become aware of any court proceedings that might affect your Plan benefits, please contact the Plan Administrator. You may request a copy of the procedures concerning QDROs, including those procedures governing the qualification of a domestic relations order, without charge, from the Plan Administrator.

Missing participants or beneficiaries. The Plan Administrator will make reasonable and diligent efforts to locate any missing participant or beneficiary. In the event that the Plan Administrator is unable to locate a participant or beneficiary who is entitled to receive a benefit from the Plan, the Plan Administrator may use any available regulatory or Plan method to resolve the matter, including forfeiture of the benefits, setting up an IRA, transferring benefits to a federal program or State unclaimed property fund, as is deemed appropriate. You may contact the Plan Administrator for further information concerning the disposition of benefits for missing participants and beneficiaries, including information on State unclaimed property funds or IRAs to which benefits were transferred.

ARTICLE 9
PLAN ADMINISTRATION AND INVESTMENTS

Investment of Plan assets. Your right to direct the investment of your Plan accounts is restricted as follows:

- You may only direct investments for the following accounts: All Accounts

Plan assets may be invested in either mutual funds or annuity contracts. The Plan Administrator will provide you with information on the amounts available for direction, the investment choices available to you, the frequency with which you can change your investment choices and other investment information. Periodically, you will receive a benefit statement that provides information on your account balance and your investment returns. If you have any questions about the investment of your Plan accounts, please contact the Plan Administrator (or other Plan representative).

Docusign Envelope ID: 40DE0477-C035-8A17-80DB-813945F38B2F

Although you have the opportunity to direct the investment of your benefits under the Plan, the Plan Administrator may decline to implement investment directives where it deems it is appropriate in fulfilling its role as a fiduciary under the Plan. The Plan Administrator may adopt rules and procedures to govern Participant investment elections and directions under the Plan.

Valuation Date. To determine your share of any gains or losses incurred as a result of the investment of Plan assets, the Plan is valued on a regular basis. For this purpose, the Plan is valued on a daily basis. Thus, you will receive an allocation of gains or losses under the Plan at the end of each business day during which the New York Stock Exchange is open.

Plan fees. There may be fees or expenses related to the administration of the Plan or associated with the investment of Plan assets that will affect the amount of your Plan benefits. Any fees related to the administration of the Plan or associated with the investment of Plan assets may be paid by the Plan or by the Employer. If the Employer does not pay Plan-related expenses, such fees or expenses will generally be allocated to the accounts of Participants either proportionally based on the value of account balances or as an equal dollar amount based on the number of participants in the Plan. If you direct the investment of your benefits under the Plan, you will be responsible for any investment-related fees incurred as a result of your investment decisions. Prior to making any investment, you should obtain and read all available information concerning that particular investment, including financial statements, prospectuses, and other available information.

In addition to general administration and investment fees that are charged to the Plan, you may be assessed fees directly associated with the administration of your account. For example, if you terminate employment, your account may be charged directly for the pro rata share of the Plan's administration expenses, regardless of whether the Employer pays some of these expenses for current Employees. Other fees that may be charged directly against your account include:

- Fees related to the processing of distributions upon termination of employment.
- Fees related to the processing of in-service distributions (including hardship distributions).
- Fees related to the processing of Required Minimum Distributions or termination of employment, if later.
- Participant loan origination fees and annual maintenance fees.
- Charges related to processing of a Qualified Domestic Relation Order (QDRO) where a court requires that a portion of your benefits is payable to your ex-spouse or children as a result of a divorce decree.

If you are permitted to direct the investment of your benefits under the Plan, each year you will receive a separate notice describing the fees that may be charged under the Plan. In addition, you will also receive a separate notice describing any actual fees charged against your account. Please contact the Plan Administrator if you have any questions regarding the fees that may be charged against your account under the Plan.

ARTICLE 10
PARTICIPANT LOANS

The Plan permits Participants to take a loan from the Plan. Thus, you may take a loan from your vested benefits under the Plan. The Plan Administrator will develop procedures for administering Participant loans, including the establishment of procedures for applying for a loan and limits on the total amount of loan proceeds that may be outstanding at any time. For more information regarding the procedures for receiving a Participant loan, please contact the Plan Administrator.

Docusign Envelope ID: 40DE0477-C035-8A17-80DB-813945F38B2F

ARTICLE 11
PLAN AMENDMENTS AND TERMINATION

Plan amendments. We have the authority to amend this Plan at any time. Any amendment, including the restatement of an existing Plan, may not decrease your vested benefit under the Plan, except to the extent permitted under the Internal Revenue Code, and may not reduce or eliminate any "protected benefits" (except as provided under the Internal Revenue Code or any regulation issued thereunder) determined immediately prior to the adoption or effective date of the amendment (whichever is later). However, we may amend the Plan to increase, decrease or eliminate benefits on a prospective basis.

Plan termination. Although we expect to maintain this Plan indefinitely, we have the ability to terminate the Plan at any time. For this purpose, termination includes a complete discontinuance of contributions under the Plan or a partial termination. If the Plan is terminated, all amounts credited to your account shall become 100% vested, regardless of the Plan's current vesting schedule. In the event of the termination of the Plan, you are entitled to a distribution of your entire vested benefit. Such distribution shall be made directly to you or, at your direction, may be transferred directly to another qualified retirement plan or IRA. If you do not consent to a distribution of your benefit upon termination of the Plan, the Plan Administrator will transfer your vested benefit directly to an IRA that we will establish for your benefit. Except as permitted by Internal Revenue Service regulations, the termination of the Plan shall not result in any reduction of protected benefits.

A partial termination may occur if either a Plan amendment or severance from service excludes a group of employees who were previously covered by this Plan. Whether a partial termination has occurred will depend on the facts and circumstances of each case. If a partial termination occurs, only those Participants who cease participation due to the partial termination will become 100% vested. The Plan Administrator will advise you if a partial termination occurs and how such partial termination affects you as a Participant.

ARTICLE 12
PLAN PARTICIPANT RIGHTS AND CLAIM PROCEDURES

Please contact the Plan Administrator regarding your rights under the Plan and the Plan's claims procedures.