

## Proven 401(k) Plan Detail Sheet

### General Information

2025 IRS annual contribution limits are:

IRS Standard Limit	\$23,500
IRS Age 50+ Catch Up	\$7,500
IRS Super Catch Up (age 60-63) <sup>(1)</sup>	\$11,250
Contribution Types Allowed	Pre-Tax & Roth

<sup>(1)</sup> Age as of December 31, 2025. This limit is in addition to \$23,500 for a total of \$34,750

### Contribution Eligibility & Conditions

You are eligible to participate in the Plan based on the following eligibility requirements and conditions, provided that you are not part of an excluded class of employees.

### Employee Contributions

Minimum Age	21
Waiting Period	12 months (1,000 hours of service required)
Entry Dates	January 1 <sup>st</sup> & July 1 <sup>st</sup>
Deferral Changes <sup>(2)</sup>	Per Pay Period
Maximum Deferral Amount	100% of eligible compensation

<sup>(2)</sup> You may stop contributing at any time. Please contact your Plan Administrator for further detail.

### Employer Match

Minimum Age	21
Waiting Period	12 months (1,000 hours of service required)
Entry Dates	January 1 <sup>st</sup> & July 1 <sup>st</sup>
Safe Harbor Match	\$1 for \$1 on first 3%, \$0.50 on the \$1 for the next 2% of salary per pay period
Special Conditions	None

### Vesting Schedule

Your contributions, rollovers, and any earnings are always 100% vested. Your employer contributions and earnings are subject to the following schedule:

Safe Harbor Match	Immediate; 100%
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### Investment Options

You have a diverse array of investment options to choose from. Please refer to your investment materials, provider website, or contact Marsh McLennan Agency Retirement Services for additional details.

### Asset Allocation Changes/ Fund Transfers

You may change your investment choices for future contributions at any time via the internet or by contacting Vanguard. You may request fund to fund transfers anytime via the internet or by contacting Vanguard. Please review the fund prospectuses prior to making any investment selections.

### Withdrawals

Your vested contributions may be withdrawn only in the event of the following:

- Retirement
- Reaching age 59.5
- Termination of Service<sup>(3)</sup>
- Disability
- Death

<sup>(3)</sup> Mandatory federal tax withholding, state tax withholding, and/or early withdrawal penalties may apply. Please consult a tax advisor for further details.

### Loans

Loans are available through your plan. Loan payments are made through payroll deductions. Please contact your Plan Administrator for further details.

### Service & Contact Information

Statements will be provided on a quarterly basis. You can access information regarding your account via the internet or via phone.

Company Name	Vanguard
Website	<a href="https://my.vanguardplan.com">https://my.vanguardplan.com</a>
Phone	(866) 794-2145

### For investment questions, contact our Advisers

Company Name	Marsh McLennan Agency Retirement Services
Website	<a href="http://www.mmaretirement.com">www.mmaretirement.com</a>
Michael Warlof	(858) 750-4555 <a href="mailto:Michael.Warlof@MarshMMA.com">Michael.Warlof@MarshMMA.com</a>
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# Roth versus traditional 401(k)

## What route should you take?

**A Roth 401(k) allows you to make after-tax contributions.**

*Best for:* Individuals who expect to be in a higher tax bracket when they start making withdrawals.

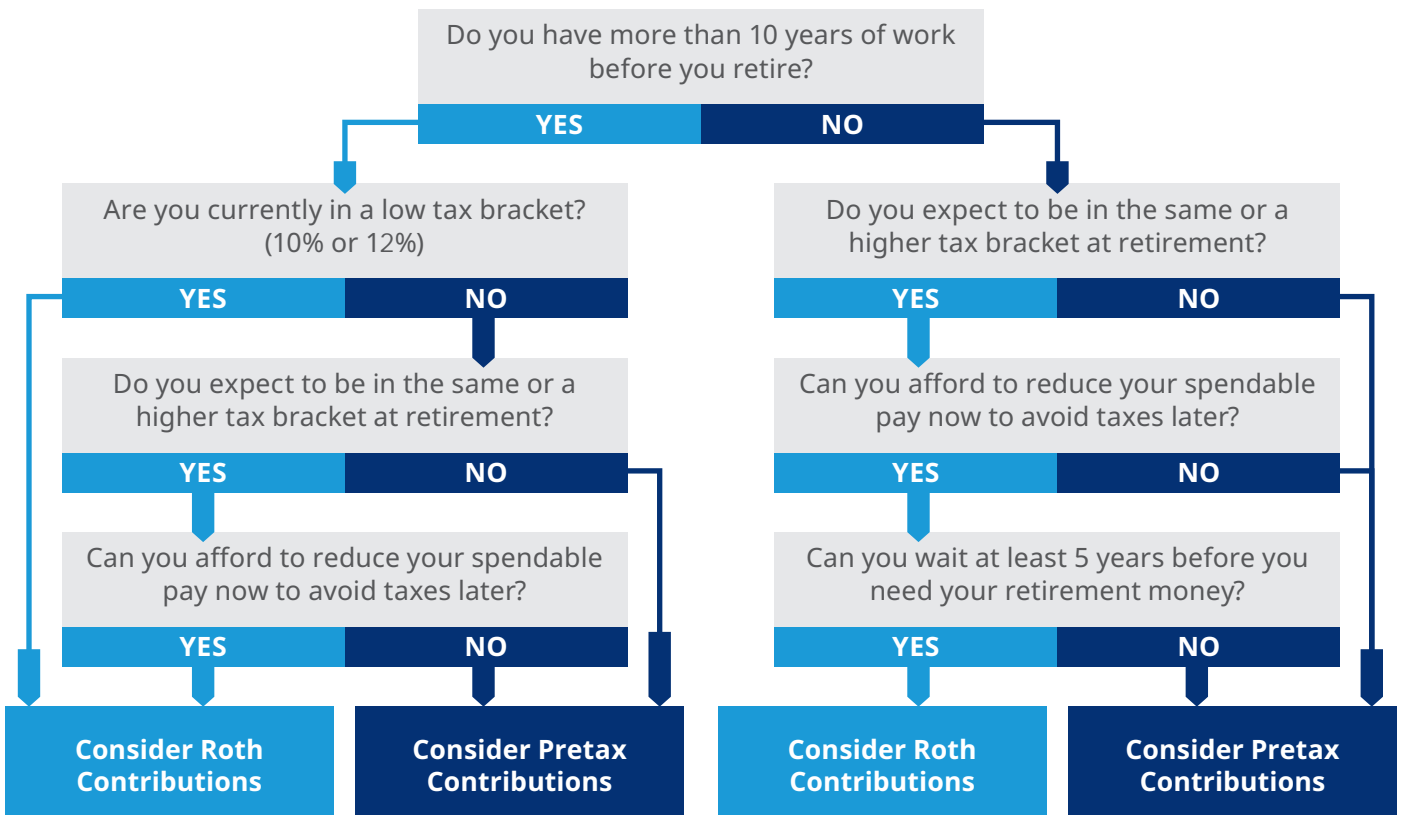
**A Traditional 401(k) may allow you to make pre-tax contributions.**

*Best for:* Individuals who expect to be in the same or lower tax bracket when they start taking withdrawals.

**The key difference between a Roth and Traditional is whether it makes more sense for you to:**

Have tax-free withdrawals in the future, or tax benefits today.

You have two great options for your 401(k) plan, both providing access to the same investments. With the proper guidance, you can choose the option that best suits your goals. Use the map below to determine the best route to your financial future.



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