

Archdiocese of Cincinnati 401(k) Plan Features and Highlights



Read these highlights to learn more about your Plan. If there are any discrepancies between this document and the Plan Document, the Plan Document will govern.

About the 401(k) Plan

A 401(k) plan is a retirement savings plan designed to allow eligible employees to supplement any existing retirement and pension benefits by saving and investing through a voluntary salary contribution. Contributions and any earnings on contributions are tax-deferred until money is withdrawn.

Eligibility Requirements

Employee Before Tax

To be eligible for the Safe Harbor employer contribution, employees must meet the following criteria:

- Age 21 or older
- Completed 30 day(s) of service

Eligible employees may enroll each month.

Safe Harbor Employer Non-elective Contribution

To be eligible for the Safe Harbor employer contribution employees must meet the following criteria:

- Age 21 or older
- Completed 30 day(s) of service
- Be employed in a qualified employment type

Please contact your Plan Administrator for information regarding eligibility requirements.

Enrollment

Once you are eligible to participate in the Plan, you will be automatically enrolled at a:

- Before Tax rate of 6%

Unless you select a different deferral amount or choose to opt out of the Automatic Enrollment during the 30 day wait period prior to your participation date. If your Plan allows, you may change your deferral amount or opt out via the web or by calling the Voice Response System.

Contribution Limits

Before Tax

In 2026, the Before Tax amount is between 1% and 100% of your compensation or \$24,500.00, whichever is less.

Participants turning age 50 or older in 2026, may contribute an additional \$8,000.00. Participants aged 60 to 63 can contribute an additional catch-up amount of \$3,250 for a total of \$11,250.

Roth

The Roth option will give you the flexibility to designate all or part of your 401(k) elective deferrals as Roth contributions.

Roth contributions are made with after-tax dollars, as opposed to the pre-tax dollars you contribute to a traditional 401(k). In other words, with the Roth option, you've already paid income taxes on money you contribute. With the traditional 401(k), your contribution is made on a pre-tax basis and you pay income taxes only when you take a distribution.

Employer Contributions for Eligible Employees

Safe Harbor Employer Non-elective Contribution

The Archdiocese shall make base contributions for non-Clergy Members, equal to a fixed percentage of your compensation

paid and allocated to your Base Contribution Account. These contributions are also referred to as safe harbor contributions under Section 401(k) of the Internal Revenue Code. For 2026, the Archdiocese will make a base contribution equal to 4% of your quarterly compensation while an Eligible Employee.

Vesting Schedule

Vesting refers to the percentage of your account you are entitled to receive upon the occurrence of a distributable event. The value of your contributions to the Plan and any earnings they generate are always 100% vested (including rollovers from previous employers).

The safe harbor employer non-elective contribution is immediately 100% vested.

Investment Options¹

A wide array of core investment options are available through your Plan. Each option is explained in further detail in your Plan's fund sheets. Once you have enrolled, investment option information is also available through the website at empowermyretirement.com or call the Voice Response System toll free at 1-866-467-7756. The website and the Voice Response System are available to you 24 hours a day, 7 days a week.

¹Prospectuses, disclosure documents and investment-related options/ services information are only available in English. Please have them translated prior to investing.

Loans permitted?

Yes. If you are a full time employee, you can borrow the lesser of \$50,000 or 50% of your total account balance. The minimum loan amount is \$1,000. You have up to 60 months to repay a general-purpose loan and up to 360 months to repay a principal residence loan. Loans are not available for part time employees.

Transfers and Allocation Changes¹

You can move all or a portion of your existing balances between investment options (subject to Plan rules) and change how your payroll contributions are invested.

¹Transaction requests received in good order after the close of the New York Stock Exchange will be processed the next business day.

Rollovers¹

Only Plan Administrator approved balances from an eligible governmental 457(b), 401(k), 403(b) or 401(a) plan or an Individual Retirement Account (IRA) may be rolled over to the Plan.

Consider all your options, including taxes, fees and expenses, before moving money between accounts. Assess all benefits of current accounts before moving money.

Governmental 457 funds rolled into another type of plan or account may become subject to the 10% early withdrawal penalty if taken before age 59½. Assess benefits of current accounts before moving money.

Withdrawals

Qualifying distribution events are as follows:

- Retirement
- Permanent disability
- Severance of employment (as defined by the Internal Revenue Code provisions)
- Attainment of age 59 ½
- Death (your beneficiary receives your benefits)

Ordinary income tax will apply to each distribution. Distributions received prior to age 59 1/2 may also be assessed a 10% early withdrawal federal tax penalty. Refer to your Summary Plan Description for more information about distributions. Any transaction-related fees will be disclosed during the withdrawal process.

Plan Fees

An annual charge of \$50.00 will be deducted from your account quarterly in installments of \$12.50.

Distribution Fees

The benefit disbursement fee is \$15.00.

Loan Fees

The loan origination fee is \$50.00

The loan maintenance fee is \$25.00 per quarter

Investment Option Fees

Each investment option has an investment management fee that varies by investment option. These fees are deducted by each investment option's management company before the daily price or performance is calculated. Fees pay for trading of securities within the investment option and other management expenses.

Funds may impose redemption fees on certain transfers, redemptions or exchanges.

How do I get more information?

Visit the website at empowermyretirement.com or call the Voice Response System, toll free at 1-866-467-7756 for more information. The website provides information regarding your Plan, as well as financial education information, financial calculators and other tools to help you manage your account.

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