

YOUR 401(K)PLAN MADE EASY

-Plan Spec Summary-



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

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

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

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

Employee Contribution: The deferral limit for 2025 is \$20,500. Employees age 50 and older may make an additional \$6,500 catch-up contribution. The minimum deferral is 1% of compensation, the maximum deferral is 100% of compensation. Contributions by owners and their direct relatives and employees earning over \$135,000 in 2025 may be limited as they may be deemed "highly compensated employees."

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

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

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

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

Medical Association of Georgia Multiple Employer 401(k) Profit Sharing Plan

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| Loans: | Participants may borrow up to 50% of their vested account balance, with the loan amount not to exceed \$50,000 less the highest outstanding loan balance in the last 12 months. The minimum loan amount is \$1,000. The maximum duration is 15 years for loans to finance the purchase of a primary residence and 5 years for all other loans. No prepayment penalties apply. Participants may have 2 loans outstanding at a time. |
| Distributions: | Distributions are available at retirement, in the event of long-term disability, or upon termination of employment from your work-site. Hardship withdrawals for an immediate and pressing financial need are also available. Restrictions exist and proper documentation is required. Participants may also take an in-service distribution of their vested account balance at age 59 1/2. Distributions are taxable and may also be subject to an early withdrawal penalty. |

Plan Expenses:

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| Annual Administration Fee: | \$2,000, automatically deducted against participant accounts in quarterly increments |
| Plan Investment Advisory Fee: | 0.20% per year |
| Model Management Fee: | 0.25% per year |
| Participant Fees: | |
| First 200 participant accounts | \$55 per account |
| Next 300 participant accounts | \$40 per account |
| After 500 participant accounts | \$30 per account |
| Activity Fee: | |
| Termination Distribution | \$100 per event |
| Withdrawals | \$50 per event |
| Loan Origination | \$100 per event |
| Loan Maintenance | \$50 per year |

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

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| Websites: | Sponsor/Employer Website: www.MyPlanConnection.com For a demo, click "Sponsor/Advisor" and enter "sponsor" as the User Id and the password. |
| | Participant/Employee Website: www.MyPlanConnection.com For a demo, enter "333344444" as the User Id and "4444" as the password. |

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| Immediate Evaluations and Questions: | Ameritas.: 800.923.2732 adoptersales@ameritas.com |
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Recordkeeping and Third Party Administrative Services Provided by:

