

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

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

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

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

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

Prestige Employee Administrators Retirement Savings Plan

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 3 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:	
Asset Charge:*	Based on Adopting Employer Plan Balance
Less Than \$ 5,000,000	0.365% per year
Less Than \$ 10,000,000	0.265% per year
More Than \$ 10,000,000	0.215% per year
Advisor Base Fee:	\$65,000 annually for the entire Prestige Plan. This fee is assessed pro-rata across the entire plan balance. As of 4/1/2023 an effective rate of 0.024%.
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Custodian Fee	Based on Total Plan Balance
Less Than \$ 100,000,000	0.030% per year
More Than \$ 100,000,000	0.020% per year
Participant Fees:*	\$15 per account
Termination Distribution	\$100 per account
Withdrawals	\$50 per account
Loan Originations	\$100 per account
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.	
Immediate Evaluations and Questions:	Ameritas.: 800.923.2732 adoptersales@ameritas.com

Recordkeeping and Third Party Administrative Services Provided by:

