



SERVANT SOLUTIONS RETIREMENT PLAN

FULL PLAN DOCUMENT



Servant Solutions
YOUR RETIREMENT & FINANCIAL PLANNING PARTNER

**SERVANT SOLUTIONS
RETIREMENT PLAN**

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**SERVANT SOLUTIONS
RETIREMENT PLAN**

**ARTICLE I
Introduction**

1.01 Establishment and Restatement of the Plan

Servant Solutions, Inc. (formerly known as the Board of Pensions of the Church of God, Inc.) established the Contributory Reserve Pension Plan for the benefit of certain clergy and lay workers of the Church of God effective on or around January 1, 1949. Further, effective October 13, 1978, Servant Solutions, Inc. established the Church of God Tax Deferred Supplement Plan ("TDS Plan") for the benefit of certain clergy and lay workers of the Church of God. Effective January 1, 1998, both retirement plans were amended and restated. The TDS Plan was merged into the Contributory Reserve Pension Plan and the resulting plan was named as the "Church of God Pension Plan" ("Plan").

Effective January 1, 2009, Servant Solutions, Inc. amended and restated the Plan, and the Plan was renamed the "Church of God Retirement Plan." The Plan was subsequently amended and restated effective January 1, 2010. Effective July 1, 2012, the Plan was further amended and restated and renamed the "Servant Solutions Retirement Plan." The Plan has been amended and restated several times since 2012. The Plan is hereby further amended and restated effective January 1, 2026, to add safe harbor provisions to the Plan.

This Plan is intended to be used by eligible Employers to establish a Code section 403(b)(9) retirement income account program. Collectively, each Employer's plan is comprised of this Plan document, the Schedule, and such other list(s), policies or procedures, or written document(s), which, when properly executed, are hereby incorporated by reference and made a part of the Employer's Plan as may be necessary or required by law.

1.02 Adoption of Plan

Each eligible Employer shall be permitted to adopt this Plan by executing a Schedule or, subject to the approval of Servant Solutions, such other written document that evidences the Employer's intent to participate in the Plan. Each Employer, by adopting this Plan, shall establish a separate Code section 403(b)(9) plan, independent from the plan of any other Employer.

This Plan document reflects the terms and conditions that apply with respect to amounts contributed to the retirement income accounts administered by Servant Solutions under the Plan. To the extent that an Employer enters into agreements with providers of annuity contracts (as defined in Code section 403(b)(1)) issued by an insurance company qualified to issue annuities in a state, or custodial accounts (as defined in Code section 403(b)(7)) issued by a regulated investment company, or with providers of other retirement income accounts (as defined in Code section 403(b)(9)) that are not administered by Servant Solutions, the terms of such other agreements shall not alter or apply to the terms of this Plan document or to assets held by the Trustee under this Plan, and will not be taken into account as contracts available under the Plan.

Any amounts contributed to such other providers shall be subject to the terms and conditions of the underlying contracts or agreements the Employer or Member enters into with such other providers.

1.03 Church Plan Status

The Plan is intended to be a “church plan” within the meaning of Section 414(e) of the Code which has not made the election under Section 410(d) of the Code. The Plan is also intended to be a “church plan” within the meaning of section 3(33) of the Employee Retirement Income Security Act of 1974 (“ERISA”). The Plan is therefore not subject to the terms of ERISA. It is intended that the Plan shall be interpreted, wherever possible, to comply with the applicable terms of the Code and all applicable formal regulations and rulings issued under the Code.

Should it come to the attention of Servant Solutions that any term of the Plan, or its operation, is inconsistent with these Code provisions, Servant Solutions shall have the power to make such corrections in the form or administration of the Plan as it may deem necessary, in its absolute discretion, to remedy the inconsistencies.

ARTICLE II Definitions

2.01 “Account” shall mean the bookkeeping account or accounts established for the purpose of separately accounting for a Member’s interest in the commingled assets of the Plan. A Member’s Account may include any of the following accounts:

- (a) An Employer Contributions Account which includes the Employer Contributions made on behalf of a Member pursuant to Section 4.02, and any earnings thereon.
- (b) A Before-Tax Contributions Account which includes a Member’s Before-Tax Contributions made pursuant to Section 4.01, and any earnings thereon.
- (c) An After-Tax Contributions Account which includes a Member’s After-Tax Contributions made pursuant to Section 4.03, and any earnings thereon.
- (d) A Foreign Missionary Contributions Account which includes Foreign Missionary Contributions made pursuant to Section 4.04, and any earnings thereon.
- (e) A TDS Plan Account which includes a Member’s December 31, 1997 TDS Plan Account balance, if any, and any earnings thereon.
- (f) A Rollover Contributions Account which includes Rollover Contributions made pursuant to Section 4.05(a), and any earnings thereon.
- (g) A Transfer Contributions Account which includes Transfer Contributions made pursuant to Section 4.06, and any earnings thereon.
- (h) A Roth Contributions Account which includes any Roth Contributions made pursuant to Section 4.07 and any earnings thereon.
- (i) A Roth Rollover Contributions Account which includes any Roth Rollover Contributions

made pursuant to Section 4.05(b) and any earnings thereon.

- (j) An In-Plan Roth Rollover Contributions Account which includes any In-Plan Roth Rollover Contributions made pursuant to Section 6.14, and any earnings thereon. To the extent necessary, a sub-account under this account may be established based on the source of the In-Plan Roth Rollover Contributions.
- (k) An In-Plan Roth Transfer Contributions Account which includes any In-Plan Roth Transfer Contributions made pursuant to Section 6.14, and any earnings thereon. To the extent necessary, a sub-account under this account may be established based on the source of the In-Plan Roth Transfer Contributions.

2.02 “After-Tax Contributions” shall mean the after-tax contributions, other than Roth Contributions, Roth Rollover Contributions or Roth In-Plan Rollovers or Transfers, made by a Member, as provided in Section 4.03.

2.03 “Approved Employer” shall mean a church, QCCO or non-QCCO that Servant Solutions determines is an eligible Employer permitted to adopt the Plan because it shares common religious bonds and convictions with the Church.

2.04 “Before-Tax Contributions” shall mean those voluntary salary deferrals made to the Plan at the election of a Member pursuant to a Salary Reduction Agreement, as provided in Section 4.01.

2.05 “Beneficiary” shall mean the individual(s) or entity(ies), including a trust, charitable organization or estate, designated by a Member to receive the Member’s interest as provided in the Plan in the event of the Member’s death. The Beneficiary of each married Member shall be the Surviving Spouse of such Member, unless such Spouse consents in writing to the designation of another Beneficiary or Beneficiaries. The designation of a Beneficiary or Beneficiaries shall not be effective for any purpose unless and until it has been received by Servant Solutions during the Member’s lifetime on the form provided by Servant Solutions. A Member may, from time to time, on a form provided by or acceptable to and received by Servant Solutions, change the Beneficiary or Beneficiaries. In the event a Member does not designate a Beneficiary in the manner heretofore stated, or if for any reason such designation shall be legally ineffective as determined by Servant Solutions in its sole and complete discretion, or if such Beneficiary predeceases the Member, payments shall be made by Servant Solutions to the estate of either the Member or Surviving Spouse, whoever is last surviving. A divorce automatically revokes the designation of that spouse as the Member’s Beneficiary. A Member may designate a divorced spouse as his or her Beneficiary, but the Member must complete a new Beneficiary form dated after the date of the divorce decree, naming the former spouse as beneficiary. In the event a new form is not filed, and a former spouse is named as Beneficiary, the designation of the former spouse as Beneficiary is void and the Member’s non-spousal Beneficiaries become primary.

2.06 “Church” shall mean the Church of God movement, with general offices currently located in Anderson, Indiana.

2.07 “Code” shall mean the Internal Revenue Code of 1986, as amended.

- 2.08** **“Combined Accumulation”** shall mean the total amount in the Member’s Account. A Member shall at all times be fully vested in the Combined Accumulation, unless an Employer has elected a vesting schedule to be applied to Employer Contributions in the Account.
- 2.09** **“Contributions”** shall mean all contributions to the Plan made on behalf of a Member, including Employer Contributions, Before-Tax Contributions, Roth Contributions, After-Tax Contributions, Foreign Missionary Contributions, Rollover Contributions, Roth Rollover Contributions and Transfer Contributions.
- 2.10** **“Disability Annuitant”** shall mean a Member receiving a Disability Annuity pursuant to Section 6.03 of this Plan.
- 2.11** **“Disability Annuity”** shall mean the benefits provided under this Plan pursuant to Section 6.03.
- 2.12** **“Employer”** shall mean a Church of God congregation or other agency, organization or institution of the Church paying a Salary to a Member. Subject to the approval of Servant Solutions, the term “Employer” shall also include an Approved Employer, an organization paying a Salary to an ordained or licensed minister of the Church who is serving in the exercise of his or her ministry, and such other agencies or organizations approved by Servant Solutions as being eligible to participate in this Plan.
- 2.13** **“Employer Contributions”** shall mean those contributions made by an Employer pursuant to the provisions of Section 4.02.
- 2.14** **“Foreign Missionary”** shall mean a foreign missionary within the meaning of Code section 415(c)(7)(C).
- 2.15** **“Foreign Missionary Contributions”** shall mean the contributions made by an Employer on behalf of a Member who is a Foreign Missionary in accordance with the provisions of Section 4.04.
- 2.16** **“In-Plan Roth Rollover”** shall mean a Roth rollover made to the In-Plan Roth Rollover Contributions Account from another account in this Plan in accordance with the provisions of Section 6.14.
- 2.17** **“In-Plan Roth Rollover Contributions”** shall mean those contributions made to the Plan pursuant to an In-Plan Roth Rollover in accordance with the provisions of Section 6.14.
- 2.18** **“In-Plan Roth Transfer”** shall mean a Roth transfer made to the In-Plan Roth Transfer Contributions Account from another account in this Plan in accordance with the provisions of Section 6.14.
- 2.19** **“In-Plan Roth Transfer Contributions”** shall mean those contributions made to the Plan pursuant to an In-Plan Roth Transfer in accordance with the provisions of Section 6.14.
- 2.20** **“Installment Recipient”** shall mean a Member receiving installment distributions pursuant to Section 6.01(a)(2).

- 2.21 “Investment Fund”** means any investment fund established by Servant Solutions as an investment medium for the Plan but only with respect to those amounts contributed to the retirement income accounts administered by Servant Solutions under the Plan. Servant Solutions shall have the discretion to establish and terminate such funds as they shall deem appropriate.
- 2.22 “Joint and Survivor Annuity”** shall mean an annuity payable for the life of a Member, with 50 or 100 percent of such annuity (whichever is elected by the Member in writing on a form provided by Servant Solutions) continued at the death of a Member for life to the Spouse to whom the Member was married when the annuity was entered upon, if such a Spouse survives the Member.
- 2.23 “Joint and Survivor Annuity With Ten Years Certain”** shall mean an annuity payable for the life of a Member, with 50 or 100 percent of such annuity (whichever is elected by the Member in writing on a form provided by Servant Solutions) continued at the death of a Member for life to the Spouse to whom the Member was married when the annuity was entered upon, if such Spouse survives the Member, except that, if both the Member and Spouse shall die before annuity payments have been made for ten years, payments in the amount of 50 or 100 percent of the Member’s annuity, whichever was elected by the Member, shall continue for the remainder of the ten-year period to the Member’s Beneficiary.
- 2.24 “Member”** shall mean a person eligible under Article III who has been accepted and is enrolled as a Member in the Plan and, for the purposes of Rollover Contributions into the Plan as permitted by Section 4.05, includes an Employer’s former employees.
- 2.25 “Non-QCCO”** shall mean a church-controlled, tax-exempt organization described in Code section 501(c)(3), that does not meet the definition of a QCCO.
- 2.26 “One-Year Break in Service”** shall mean the twelve-month period beginning on the date the employee terminates employment with the Employer and ending on the anniversary date of such termination, unless the employee resumes employment with the Employer prior to that date; provided, however, that a Member who has been granted an approved leave of absence shall not be considered to have terminated employment during such leave of absence.
- 2.27 “Plan”** shall mean the Code section 403(b)(9) retirement income account plan described herein and as from time to time amended. However, as described in Section 1.02, each Employer adopts this Plan as a separate plan, independent from the plan of any other Employer.
- 2.28 “Plan Year”** shall mean the calendar year.
- 2.29 “QCCO”** shall mean an organization described in Code section 3121(w)(3)(B) and the Treasury Regulations thereunder, and generally refers to any church controlled, tax-exempt organization described in Code section 501(c)(3), other than an organization which:
- (a) offers goods, services, or facilities for sale, other than on an incidental basis, to the general public, other than goods, services, or facilities which are sold at a nominal charge which is substantially less than the cost of providing such goods, services, or facilities; and
 - (b) normally receives more than 25% of its support from either: (1) governmental sources, or

(2) receipts from admissions, sales of merchandise, performance of services, or furnishing of facilities, in activities which are not unrelated trades or businesses, or both.

- 2.30** **“Retirement”** shall mean the Retirement of a Member from full-time active Service in the Church or an Approved Employer or in the ministry to which any Salary arrangement is attached after attaining the age of 59½ years (60 years before July 1, 2017).
- 2.31** **“Retirement Annuitant”** shall mean a Member receiving a retirement annuity pursuant to Section 6.01.
- 2.32** **“Rollover Contributions”** shall mean the direct transfer of an eligible rollover distribution to the Plan pursuant to Section 4.05, not including any Roth Rollover Contributions.
- 2.33** **“Roth Contributions”** shall mean Member Contributions described in Section 4.07 that are:
- (a) Designated irrevocably by the Member in the Member’s Salary Reduction Agreement as a Roth Contribution that is being made in lieu of all or a portion of the Member’s eligible Before-Tax Contributions; and
 - (b) Treated by the Employer as includible in the Member’s income at the time such Member would have received that amount if the Member had not entered into a Salary Reduction Agreement.
- 2.34** **“Roth Rollover Contributions”** shall mean the amount of Roth elective deferrals, within the meaning of Code section 402A, which are directly transferred to the Plan in an eligible rollover distribution made pursuant to Section 4.05(b).
- 2.35** **“Salary”** Unless otherwise indicated by an Employer in its Schedule, Salary shall mean the fixed salary or wages paid by an Employer to a Member, or self-employment income earned in the performance of ministry of a Member, including any contributions to a cafeteria plan under Code section 125. In the case of a Member who is a minister of the gospel, Salary also includes any housing allowance and, to the extent that such Member is also furnished the free use of a residence, Salary also includes an additional 25 percent of the fixed Salary of the Member.
- 2.36** **“Salary Reduction Agreement”** shall mean a written, legally binding agreement between an employee and an Employer, which satisfies the requirements of Code section 403(b) and Section 4.01(b) by which the employee agrees to take a reduction in taxable compensation not available as of the date of the election and which is contributed by the Employer as a Before-Tax or Roth Contribution to the employee’s Account under the Plan.
- 2.37** **“Schedule”** shall mean the Eligibility and Participation Schedule that is adopted by an Employer that participates in this Plan and that sets forth the eligibility, participation and contributions provisions, and any other additional requirements applicable to each Employer participating in this Plan. The Schedule is incorporated by reference and made part of this Plan.
- 2.38** **“Servant Solutions”** shall mean Servant Solutions, Inc.

- 2.39** “**Service**” shall mean a Member’s aggregate elapsed time in completed years and months of employment with any Employer, aggregating all employment with any entity that is included in the definition of Employer under Section 2.12.
- 2.40** “**Single Life Annuity**” shall mean an annuity payable for the life of an individual, with no payments after the death of such individual.
- 2.41** “**Single Life Annuity With Ten Years Certain**” shall mean a Single Life Annuity, except that, if the individual receiving the annuity should die before annuity payments have been made for ten years, payments in the same amount shall continue for the remainder of the ten-year period to the Member’s Beneficiary. If no valid Beneficiary designation exists at the time any payment is due after the death of the individual, payments shall be made by Servant Solutions to the individual’s estate.
- 2.42** “**Spouse**” shall mean the person of the opposite sex, as assigned at birth, to whom the Member is married by a religious or civil ceremony effective under the laws of the state in which the marriage was contracted. The term “married” shall mean that the Member is legally married to a person of the opposite sex.
- 2.43** “**Surviving Spouse**” shall mean the Spouse of a deceased Member who is eligible for a Surviving Spouse annuity pursuant to Section 6.04.
- 2.44** “**TDS Plan**” shall mean The Church of God Tax Deferred Supplement Plan which was merged into this Plan effective January 1, 1998.
- 2.45** “**Transfer Contributions**” shall mean the direct transfer of all or a portion of a Code section 403(b) plan to the Plan pursuant to Section 4.06.
- 2.46** “**Trust**” shall mean the trust established to hold and invest contributions made to the retirement income accounts administered by Servant Solutions under the Plan, and from which benefits will be distributed.
- 2.47** “**Trustees**” shall mean the corporation, individual or individuals as may be designated by Servant Solutions to hold the assets in the Trust Fund pursuant to the Trust. The appointment, removal, and terms and conditions of service of the Trustees shall be determined by Servant Solutions.
- 2.48** “**Trust Fund**” shall mean all assets of whatever kind and nature from time to time held by the Trustees pursuant to the Trust.
- 2.49** “**Year of Service**” shall mean the 12-month period ending on the anniversary date of the employee’s first day of employment. If an employee has a One-Year Break in Service, his or her period of service before such One-Year Break in Service shall not be taken into account when computing Years of Service for purposes of vesting.

Use of Terms. Words in the singular shall be read and construed as though used in the plural in all cases where they would so apply.

ARTICLE III Membership

3.01 Eligibility and Participation

- (a) Those eligible for membership under the Plan shall be employed or self-employed and receiving Salary as—
 - (1) ordained ministers of the Church or an Approved Employer,
 - (2) unordained ministers rendering service to the Church or an Approved Employer,
 - (3) commissioned home or foreign missionaries of the Church or an Approved Employer,
 - (4) lay workers rendering service to the Church or an Approved Employer, and
 - (5) subject to the approval of Servant Solutions, an ordained or licensed minister of the Church or an Approved Employer, described in Code section 414(e)(5)(A) who is serving in the exercise of his or her ministry.

Notwithstanding the foregoing, each Employer must indicate in its Schedule the eligibility and participation requirements applicable to its employees or ministers.

An individual eligible to become a Member under this Article III shall become a Member when Contributions are credited to the Plan on his or her behalf. Once an individual becomes a Member under this Article III, he or she shall thereafter remain a Member until he or she has received his or her entire vested Combined Accumulation from or final payment under the Plan, provided, however, that Servant Solutions shall have the authority to amend the Plan to terminate the participation therein of any Members who are not United States citizens and also are not working in the United States.

All Members shall be bound by the terms of the Plan, including all amendments hereto made in the manner authorized herein.

- (b) If an employee participating in the Plan becomes ineligible to participate in the Plan, the employee shall be credited with Years of Service for vesting purposes in the same manner as if he or she were not an excluded employee. However, allocation of Employer Contributions for the Plan Year in which the employee becomes an excluded employee shall be based exclusively on Salary received while the Member is not subject to the exclusion. If an employee subject to the exclusion ceases to be subject to such exclusion, the employee shall actively participate in the Plan as of the date on which he or she ceases to be an excluded employee and meets the participation requirements described in his or her Approved Employer's Schedule. Allocation of Employer Contributions for the Plan Year in which the employee becomes an active Member shall be based exclusively on Salary received while the Member is not subject to the exclusion.

3.02 Break in Service and Reemployment

- (a) **Returning to Employment Before One-Year Break in Service.** If an employee is reemployed by the Employer prior to incurring a One-Year Break in Service, any amounts forfeited pursuant to subsection 4.02(b) shall be restored to such employee's Employer Contributions Account and allocated to the sub-account to which they were credited on the date of the forfeiture.
- (b) **Returning to Employment After One-Year Break in Service.** If an employee incurs a One-Year Break in Service and is subsequently reemployed by the Employer, the employee shall be considered a newly-hired employee for purposes of the Plan, and all service prior to the employee's reemployment will be disregarded for purposes of vesting under this subsection.

3.03 Termination of Plan Participation

A Member shall cease to be a Member of the Plan as of the date the Member receives a total distribution of the vested interest in his or her Account. For purposes of this Article III, a Member with a zero percentage (0%) vested interest in his or her Account shall be deemed to receive a total distribution of the vested interest in his or her Account as of the date of the Member's severance from employment.

ARTICLE IV Contributions

4.01 Member Before-Tax Contributions

- (a) Subject to the limitations in Article XII, and subject to any eligibility and participation requirements set forth in the Employer's Schedule, a Member may contribute a specified dollar amount or a percentage of such Member's Salary on a tax-deferred basis as a Before-Tax Contribution. All such contributions shall be credited to the Member's Before-Tax Contributions Account pursuant to procedures established by Servant Solutions from time to time and shall be fully vested at all times.
- (b) Each Member's Before-Tax Contributions shall be made pursuant to a written Salary Reduction Agreement that—
 - (1) is on a form provided by Servant Solutions or on such other form that meets the requirements of this Section 4.01(b), and such form is signed by the Member prior to the first pay period for which the agreement is to be effective and provided to and maintained by the Employer;
 - (2) provides for a reduction in the Salary paid to the Member by the Employer in exchange for the contribution of a Before-Tax Contribution to the Plan on behalf of the Member;
 - (3) specifies the amount of Before-Tax Contributions;
 - (4) is binding upon the Member with respect to Salary earned while it is in effect;

- (5) is changeable or terminable at any time, with respect to Salary not yet earned, with any change or termination effected by filing written notice with the Employer; and
 - (6) applies only to Salary that becomes currently available after the written agreement is in effect.
- (c) All Before-Tax Contributions shall be due to Servant Solutions within fifteen business days following the end of the month in which such amount would otherwise have been paid to the Member or, if later, within a period that is not longer than is reasonable for the proper administration of the Plan.

4.02 Employer Contributions

- (a) Subject to the limitations in Article XII, each Employer served by a minister or lay worker who is eligible to become a Member pursuant to Article III, other than a Foreign Missionary or a self-employed minister, is strongly encouraged to make Employer Contributions in an amount of at least 11 percent of the Salary of each such individual; provided, however, that the Employer shall have the discretion to elect to contribute a different amount.
- (b) Each Employer shall execute a Schedule which sets forth the amount of Employer Contributions and any eligibility requirements with respect to such contributions, and such Schedule shall be incorporated by reference into the Plan for purposes of that Employer. All such contributions shall be credited to the Employer Contributions Account of the Member and shall be fully vested at all times unless the Employer elects to apply a vesting requirement in its Schedule or other form supplied by Servant Solutions. All amounts in a Member's Account other than Employer Contributions subject to a vesting requirement shall be fully vested at all times and shall not be subject to forfeiture for any reason.
 - (1) If a vesting schedule is elected by the Employer, all amounts in the Employer Contributions Account shall be fully vested and nonforfeitable upon the occurrence of any of the following events:
 - (A) Death while employed by the Employer;
 - (B) Disability while employed by the Employer;
 - (C) Attainment of age 59½; or
 - (D) Termination of the Plan.
 - (2) Amendment of Vesting Schedule. Members' vested interest in their Employer Contributions Account shall not be reduced as a result of any future direct or

indirect amendment to this subsection 4.02(b)(2).

(3) Forfeitures.

- (A) Forfeiture of Plan Account. Any portion of a Member's Employer Contributions Account that is not vested under the provisions of this subsection 4.02(b) shall constitute a forfeiture as of the earlier of the date of the complete distribution of the Member's vested account after termination of employment or the last day of the Plan Year in which the Member incurs a One-Year Break in Service. For purposes of this subsection, a Member whose vested interest in his or her Employer Contributions Account is zero (0) shall be deemed to receive a total distribution of his or her vested interest in the Employer Contributions Account as of the date of the Member's termination of employment.
- (B) Allocation of Forfeitures. Forfeitures attributable to Employer Contributions which are not used to restore Members' Accounts as described in Section 3.02(a) above shall offset and apply against any future required Employer Contributions.
- (c) Subject to the limitations in Article XII, an Employer, in its sole discretion, may elect to make Employer Contributions for a Member who has terminated employment; provided, however, that no such contributions shall be made after the end of the fifth Plan Year following such Member's termination of employment. Employer Contributions made on behalf of terminated Members will comply with the requirements of Treasury Regulation section 1.403(b)-4(d). All such contributions shall be immediately vested and credited to the Employer Contributions Account of the Member.
- (d) An Employer, in its sole discretion, may elect in its Schedule to treat eligible Members' qualified student loan payments as Member Before-Tax Contributions for purposes of calculating any matching Employer Contributions. This subsection will be operated in compliance with Section 110 of the SECURE 2.0 Act of 2022 and guidance issued by the IRS and Treasury, including the requirement for Members to certify to their Employer that qualified student loan payments have been made.
- (e) Employer Contributions shall be due to Servant Solutions within a period that is not longer than is reasonable for the proper administration of the Plan. In the case of any change in Salary during a period for which remittance has been made, adjustment shall, to the extent possible, be made in the succeeding remittance.

4.03 After-Tax Contributions

Subject to the limitations in Article XII and to the extent permitted by the rules and regulations of Servant Solutions, any Member may make contributions to the Plan on an after-tax basis in accordance with the provisions of the Employer's Schedule. Such contributions shall be allocated, administered, and applied as After-Tax Contributions, and shall be credited to the Member's After-Tax Contributions Account. All After-Tax Contributions shall be fully vested at all times. After-Tax Contributions, if deducted from the Member's Salary, shall be due to Servant Solutions within fifteen business days following the end of the

month in which such amount would otherwise have been paid to the Member or, if later, within a period that is not longer than is reasonable for the proper administration of the Plan.

4.04 Foreign Missionary Contributions

Subject to the limitations in Article XII and to the extent permitted by the rules and regulations of Servant Solutions, an Employer employing a Foreign Missionary may make Foreign Missionary Contributions, and such contributions shall be credited to the individual Member's Foreign Missionary Account. The amount of such Foreign Missionary Contributions must be set forth in the Employer's Schedule. All Foreign Missionary Contributions shall be fully vested at all times. Foreign Missionary Contributions shall be due to Servant Solutions within a period that is not longer than is reasonable for the proper administration of the Plan.

4.05 Rollover Contributions

- (a) **Eligible Rollover Contribution.** Unless otherwise prohibited by applicable law, a Member may, in accordance with procedures approved by Servant Solutions, roll over all or part of any distribution from an eligible retirement plan. For purposes of this Section 4.05, an "eligible retirement plan" includes:

- (1) A Code section 403(b)(1) annuity contract, a Code section 403(b)(7) custodial account or a Code section 403(b)(9) retirement income account;
- (2) An individual retirement account or annuity described in Code section 408(a) or 408(b);
- (3) A qualified trust described in Code section 401(a);
- (4) An annuity plan described in Code section 403(a); and
- (5) An eligible deferred compensation plan described in Code section 457(b) which is maintained by a state, political subdivision of a state, or any agency or instrumentality of a state or political subdivision of a state.

Such a contribution must be paid over to Servant Solutions on or before the sixtieth day after receipt by the Member of the distribution, or such later date as may be permitted under the Code and shall be held under this Plan in the Member's Rollover Contributions Account. Such contributions shall not be subject to the limitations in Article XII. A Member's Rollover Contributions shall be fully vested at all times.

- (b) **Roth Rollovers.** The Plan will accept a rollover contribution to a Member's Roth Rollover Contributions Account only if it is a direct rollover from another Roth elective deferral account under an applicable retirement plan described in Code section 402A(e)(1) and only to the extent the rollover is permitted under the rules of Code section 402(c).
- (c) **Information Regarding Member or Former Member Basis Required.** A rollover of an Eligible Rollover Distribution that includes after-tax employee contributions or Roth elective deferrals will only be accepted if Servant Solutions obtains information regarding

the Member's tax basis under Code section 72 in the amount rolled over.

- (d) **Separate Accounts.** Separate accounts shall be established and maintained for the Member for any Eligible Rollover Distribution, as well as for the after-tax portion of any such Eligible Rollover Distribution, paid to the Plan. All contributions made pursuant to Section 4.05(a) shall be credited to the Member's Rollover Contributions Account. All contributions made pursuant to Section 4.05(b) shall be credited to the Member's Roth Rollover Contributions Account. The balance in a Member's Rollover Contributions Account and Roth Rollover Contributions Account shall be fully vested at all times and shall not be subject to forfeiture for any reason.
- (e) **Roll Back into Plan.** A Member or former Member who rolled all or a portion of their Account into an eligible retirement plan as described in Section 6.12 may roll such amounts back into the Plan subject to the approval of and in accordance with procedures established by Servant Solutions, as long as such rollover is a direct rollover from an eligible retirement plan to this Plan.

4.06 Transfer Contributions

Subject to the approval of Servant Solutions, amounts may be transferred to the Plan on behalf of a Member (with respect to amounts attributable to the Member) directly from a Code section 403(b)(1) annuity contract, a Code section 403(b)(7) custodial account or a Code section 403(b)(9) retirement income account. All contributions made pursuant to this Section 4.06, other than automatic transfers described in Section 6.13(a), shall be credited to the Member's Transfer Contributions Account. Automatic transfers made pursuant to Section 6.13(a) will be allocated to the same contributions accounts from which they were transferred. Contributions pursuant to this Section 4.06 shall not be subject to the limitations in Article XII. The balance in a Member's Transfer Contributions Account shall be fully vested at all times.

To make a Transfer Contribution, the Member shall complete such forms as Servant Solutions deems necessary to ensure that the applicable conditions of the Code or any other regulatory requirements are satisfied. Any such transfer must be made in accordance with rules and procedures established by Servant Solutions. Servant Solutions may require such documentation from the transferring plan as it deems necessary to effectuate the transfer in accordance with Treasury Regulation section 1.403(b)-10(b)(3) and to confirm that the other plan is a plan that satisfies Code section 403(b).

The Plan may agree to a merger with or to accept transfers from another church 401(a) or 403(b) plan maintained by an Approved Employer at Servant Solution's sole discretion in accordance with Code section 414(z). A Member's or Beneficiary's total accrued benefit immediately after the merger or transfer must be equal to or greater than the Member or Beneficiary's total accrued benefit immediately before the merger or transfer, and such total accrued benefit must be nonforfeitable after the merger or transfer.

4.07 Roth Contributions

- (a) **General Application.** A Member who meets the membership requirements of Article III may defer a specified dollar amount or percentage of his or her Salary as a Roth Contribution by completing a Salary Reduction Agreement described in Section 4.01(b) of this Plan. Contributions made by a Member who is age 50 or older in accordance with

the requirements of Code section 414(v) can also be deferred as Roth Contributions. The Employer shall forward such Roth Contributions to Servant Solutions within fifteen business days following the end of the month in which such amount would otherwise have been paid to the Member or, if later, within a period that is not longer than is reasonable for the proper administration of the Plan.

(b) **Separate Accounting.**

- (1) Contributions and withdrawals of Roth Contributions shall be credited and debited to the Roth Contributions Account maintained for the Member under the Plan.
- (2) A record of the amount of Roth Contributions in each Roth Contributions Account shall be maintained.
- (3) Gains, losses, and other credits or charges must be separately allocated on a reasonable and consistent basis to each Member's Roth Contributions Account and the Member's other Accounts.
- (4) No contributions other than Roth Contributions and properly attributable earnings shall be credited to a Member's Roth Contributions Account.
- (5) The balance in each Member's Roth Contributions Account shall be fully vested at all times and shall not be subject to forfeiture for any reason.
- (6) Roth Contributions shall be subject to the requirements of Code section 402A and shall further be subject to any regulatory guidance issued by the IRS with respect to Code section 402A.

4.08 Protection of Persons Who Serve in a Uniformed Service

Notwithstanding any provision in this Plan to the contrary, the following provisions apply to any employee whose employment is interrupted by qualified military service under Code section 414(u) or who is on a leave of absence for qualified military service under Code section 414(u) and who later resumes employment with the Employer.

- (a) **Employer Contributions.** Each employee described in this Section 4.08 shall be eligible to receive Employer Contributions upon resumption of employment with the Employer equal to the amount of Employer Contributions that the employee would have been entitled to receive during that period if the employee's employment with the Employer had continued (at the same level of Salary) without interruption or leave, reduced by the Employer Contributions, if any, actually made for the employee during the period of the interruption or leave. In addition, to the extent the Employer Contributions are conditioned on the employee making Before-Tax Contributions and/or Roth Contributions, if the employee makes up the Before-Tax Contributions as described in Section 4.01(a) or Roth Contributions as described in Section 4.08(b), the Employer will make up any Employer Contributions.

- (b) **Before-Tax Contributions, Roth Contributions and/or After-Tax Contributions.** Each employee described in this Section 4.08 may elect to make additional Before-Tax Contributions, Roth Contributions or After-Tax Contributions upon resumption of employment with the Employer equal to the maximum Before-Tax Contributions, Roth Contributions or After-Tax Contributions that the employee could have elected during that period if the employee's employment with the Employer had continued (at the same level of Salary) without the interruption or leave, reduced by the Before-Tax Contributions, Roth Contributions and/or After-Tax Contributions, if any, actually made for the employee during the period of the interruption or leave. Except to the extent provided under Code section 414(u), this right applies for five years following the resumption of employment (or, if sooner, for a period equal to three times the period of the interruption or leave).

4.09 Employer ACP Safe Harbor Contributions

If the Employer has elected the Safe Harbor option in its Schedule, the provisions of this section shall apply for the Plan Year and any provisions relating to the ACP test described in Code section 401(m)(2) (applicable to non-QCCOs) do not apply. To the extent that any other provision of the Plan is inconsistent with the provisions of this section, the provisions of this section govern.

(a) **Definitions.**

- (1) "Safe Harbor" is the method described in subsection (b) below for satisfying the ACP test of Code section 401(m)(2).
- (2) "Eligible Employee" means an Employee eligible to make Member Before-Tax and Roth Contributions under the Plan for any part of the Plan Year or who would be eligible to make Before-Tax and Roth Contributions but for statutory limitations, such as Code sections 402(g) and 415. (Note: The Plan may not condition an Eligible Employee's receipt of safe harbor contributions on completion of a certain number of hours during the Plan Year or on employment on a certain day during the Plan Year.)
- (3) "ACP Matching Contributions" are contributions made by the Employer on account of an Eligible Employee's Before-Tax and Roth Contributions in accordance with this section.
- (4) "ACP Nonelective Contributions" are contributions made by the Employer to an Eligible Employee in accordance with this section.
- (5) "Salary" is defined in Section 2.35 of the Plan, except, for purposes of this section, no dollar limit, other than the limit imposed by Code section 401(a)(17)(B), applies to the Salary of a non-highly compensated Employee.

(b) **ACP Safe Harbor Provisions.**

- (1) **Safe Harbor Contributions.**

- (A) The Employer will elect in its Schedule and contribute for the Plan Year on behalf of each Eligible Employee one of the following: (i) a Safe Harbor ACP Nonelective Contribution of three percent (3%) of Salary, (ii) a Safe Harbor basic ACP Matching Contribution equal to 100 percent (100%) of the amount of the Member's Before-Tax and Roth Contributions that do not exceed three percent (3%) of Salary for the Plan Year, plus fifty percent (50%) of the amount of the Member's Before-Tax and Roth Contributions that exceed three percent (3%) of Salary but that do not exceed five percent (5%) of Salary, or (iii) a Safe Harbor enhanced ACP Matching Contribution between four and six percent (4-6%) of the amount of the Member's Before-Tax and Roth Contributions.
- (B) The safe harbor contributions and earnings thereon shall be immediately and fully vested.
- (C) The Member's accrued benefit derived from safe harbor contributions may not be distributed earlier than severance from employment, age 59½, death, the Member's becoming Disabled, or termination of the Plan without the establishment or maintenance of another defined contribution plan.
- (c) **Notice Requirement.** At least 30 days, but not more than 90 days, before the beginning of the Plan Year, the Employer will provide each Eligible Employee a comprehensive notice of the Employee's rights and obligations under the Plan (the "Safe Harbor Notice"), written in a manner calculated to be understood by the average Eligible Employee. If an Employee becomes eligible after the 90th day before the beginning of the Plan Year and does not receive the notice for that reason, the notice will be provided no more than 90 days before the Employee becomes eligible but not later than the date the Employee becomes eligible.
- (d) **Election Periods.** In addition to any other election periods provided under the Plan, each Eligible Employee may make or modify a salary deferral election during the 30-day period immediately following receipt of a notice described in subsection (c) above.

ARTICLE V

Investment Elections

5.01 Member Investment Elections

Each Member may elect to have any Contributions made on his or her behalf invested in increments of one percent (1%) (and totaling 100 percent) in any one or more of the Investment Funds.

5.02 Investment Transfers

With respect to the balance in a Member's Account, each Member may elect as of any month end, or at any other time as may be established by Servant Solutions, to have the assets in any Investment Fund transferred to any one or more other Investment Fund(s).

5.03 Investment Elections

Each Member may make the elections described in Sections 5.01 or 5.02 above by filing an election form with Servant Solutions. A Member may change any investment election at any time to be effective as soon as administratively feasible after the end of a month, or at any other time as may be established by Servant Solutions. In the absence of an election, Servant Solutions shall invest a Member's Combined Accumulation in the default Investment Fund, as selected by Servant Solutions in its sole discretion. Servant Solutions may authorize alternative methods for making changes in investment elections, including electronic or telephonic communications, to be effective as soon as administratively feasible, in lieu of a written election form. Any such alternative method of making investment elections shall be considered to have been "filed" with Servant Solutions. Any such alternative investment election method (including all applicable rules, procedures, and limitations) shall be communicated to Members.

5.04 Transfer of Assets

Servant Solutions shall transfer moneys or other property from the appropriate Investment Funds to the other Investment Funds as may be necessary to carry out the aggregate transfer transactions after Servant Solutions has caused the necessary entries to be made in the Members' accounts in the Investment Funds and has reconciled offsetting transfer elections, in accordance with uniform rules therefore established by Servant Solutions.

5.05 Processing Investment Choices Subject to Rules, Regulations and Procedures

All Contributions to the retirement income accounts administered by Servant Solutions shall be invested in accordance with the provisions of this Article V. The processing of investment choices shall be subject to any rules, regulations or procedures which Servant Solutions, in its sole discretion, considers necessary or convenient for the efficient administration of the Plan. Servant Solutions may authorize alternative methods for making changes in investment elections, including electronic or telephonic communications. The availability of any such alternative investment election method (including all applicable rules, procedures, and limitations applicable thereto) shall be communicated to Members.

ARTICLE VI

Distributions and Withdrawals

The provisions of this Article VI shall apply only with respect to distributions of Contributions made under the Plan to the retirement income accounts administered by Servant Solutions under the Plan.

6.01 Retirement Distributions

- (a) Upon the Retirement of a Member (on or after attainment of age 59½ (age 60 before July 1, 2017), the vested Combined Accumulation of the Member may be:
 - (1) applied as the actuarial equivalent, according to the table of rates adopted by Servant Solutions for such purpose and then in force, to provide a retirement annuity for the Member or, at the election of Servant Solutions, used to purchase a retirement annuity from a commercial insurance company;

- (2) distributed in the form of a series of installment payments under rules adopted by Servant Solutions;
- (3) received as a single lump sum distribution; or
- (4) received as partial lump sum distributions.

Except as provided in Section 6.01(b) below, the Member, if married, shall elect either a Joint and Survivor Annuity or a Joint and Survivor Annuity With Ten Years Certain.

- (b) In lieu of a retirement annuity in the form of a Joint And Survivor Annuity or a Joint and Survivor Annuity With Ten Years Certain, a Member who is married to a Spouse, with the written consent of the Member's Spouse, may elect to have provided for the Member alone a retirement annuity in the form of a Single Life Annuity or a Single Life Annuity With Ten Years Certain, installment payments, a single lump sum distribution, or partial lump sum distributions, as described in paragraph (a) above provided, however, that Servant Solutions in its sole discretion may waive the spousal consent requirement.
- (c) In the event a retired Member resumes active Service in the Church or an Approved Employer or in the ministry, any retirement annuity or installment payments being made to the Member at that time shall continue in accordance with the provisions of Section 6.01(a). The Member and the Employer of the Member shall assume the same status with respect to any additional Contributions and in all other respects as in the case of an active Member before Retirement. Any additional Combined Accumulation attributable to such resumption of active Service may be received under any form of payment permitted under Section 6.01(a) or (b) above.
- (d) Any option provided in this Section 6.01 must be elected before the retirement annuity or installment payments begin or the single lump sum distribution is made, and there can be no change in the form of payment after such payments begin or such distribution is made; provided, however that a Member may request a change in installment payments with respect to either the amount or frequency of such payments and a Member who elected to receive a retirement annuity may request a change in the form of payment if the Member demonstrates to the satisfaction of Servant Solutions that the Member made an error in selecting the retirement annuity form of payment. Any change in the amount or frequency of installment payments and any change to a retirement annuity form of payment shall be subject to the sole discretion of Servant Solutions. For purposes of this subsection (e), payments are considered to have begun and a distribution is considered to have been made when the Member cashes the first payment or distribution check or receives an electronic funds transfer associated with the payment.

6.02 Severance from Employment Distributions

A Member who is an employee who has a severance from employment with any and all Adopting Employers prior to attaining age 59½ shall be entitled to withdraw his or her vested Combined Accumulation no earlier than 60 days after severance from employment and shall be entitled to a single or partial lump sum distribution corresponding to those options available to a Member retiring as provided in sections 6.01(a)(3) and (a)(4) above. Benefits shall be paid as soon as administratively feasible

following Servant Solutions' receipt of the written election filed pursuant to this Section 6.02 and after the passage of at least 60 days after severance from employment.

6.03 Disability Annuity

- (a) In the event of the total and presumably permanent disability of a Member, as defined in Section 6.03(b) below, before attaining the age of 59½, at the Member's option, the Combined Accumulation of the Member shall be applied as the actuarial equivalent, according to the table of rates adopted by Servant Solutions for such purposes and then in force, to provide a disability annuity for the Member beginning the month following the proof of disability or, at the election of Servant Solutions, used to purchase a retirement annuity from a commercial insurance company. The Member, if married, shall elect either a Joint and Survivor Annuity or a Joint and Survivor Annuity With Ten Years Certain. In the event that, at the time the Member becomes eligible to receive a disability annuity, the Member either has no Spouse or receives the written consent of his or her Spouse, the Member may elect to take a Single Life Annuity or a Single Life Annuity With Ten Years Certain, under terms similar to those provided for the retirement annuity in Section 6.01(b); provided, however, that Servant Solutions in its sole discretion may waive the spousal consent requirement.
- (b) A Member shall be considered to suffer from a total and presumably permanent disability if the Member is unable to engage in any substantial gainful activity by reason of any medically determinable physical or mental impairment which can be expected to result in death or to be of long-continued and indefinite duration. Proof of disability must be made upon the forms and in the manner provided by Servant Solutions and shall include certification of a competent physician as to such disability. Servant Solutions shall have the right to require proof of continued disability and certification as to earnings and occupation, if any, from time to time but at intervals of not less than a period of one year.
- (c) If the Disability Annuitant should recover prior to attaining age 59½ because such disability proved to be temporary rather than permanent, the Disability Annuity shall terminate as of the date the Member resumes a gainful occupation, and, until the Member's subsequent death, disability or Retirement, the Member and the Employer of the Member shall assume the same status with respect to any additional Contributions and in all other respects as in the case of an active Member before disability retirement. In such event, the proper actuarial adjustment shall be made in the annuities and benefits subsequently due such Member and the Member's designated Beneficiaries because of the suspension of annuity payments and of the Contributions made during the period subsequent to the disability retirement of the Member.
- (d) If the Disability Annuitant should recover after attaining age 59½ because such disability proved to be temporary rather than permanent, the Disability Annuity shall continue until the Member's subsequent death. In the event of resumption of active Service, the Disability Annuitant and the Employer of the Disability Annuitant shall assume the same status with respect to any additional Contributions and in all other respects as in the case of an active Member before Retirement. In the event of such resumption of active Service, any additional Combined Accumulation may be received under any form of payment permitted under Section 6.03(a) above.

- (e) The disabled Member shall be entitled to options corresponding to those available to a Member retiring on account of age as provided in Sections 6.01(a), (b) and (c).

6.04 Surviving Spouse Benefits

- (a) In the event of the death of a Member who is a Retirement Annuitant, a Disability Annuitant, or an Installment Recipient, leaving a Surviving Spouse, the Surviving Spouse shall receive the Surviving Spouse's portion of the annuity payment, if any, or the balance of any installment payments, as provided in Sections 6.01 or 6.03.
- (b) In the event a Member dies before becoming eligible for a retirement annuity under Section 6.01, a severance from employment distribution under Section 6.02 or a Disability Annuity under Section 6.03, or before receiving a single lump sum distribution or the Member's entire Combined Accumulation in the form of installments, the Member's remaining Combined Accumulation shall be applied as the actuarial equivalent, according to the table of rates adopted by Servant Solutions for such purpose and then in force, to provide the Surviving Spouse, if any, with a Single Life Annuity or a Single Life Annuity With Ten Years Certain, or may be applied as installment payments, a single lump sum distribution or partial lump sum distributions. In such event, the Surviving Spouse may defer commencement of the payment until April 1 of the year following the year the Member would have attained age 73.
- (c) A Member may, with the written consent of his or her Spouse, designate a Beneficiary other than the Spouse to receive any distributions that may be payable to the Member under the Plan following the death of such Member. If the prescribed forms are submitted to Servant Solutions, any benefits otherwise payable to the Surviving Spouse under Sections 6.04(a) and (b) above shall be made to the designated Beneficiary in a lump sum form of payment as soon as administratively practicable after the Member's death. Notwithstanding the foregoing, any Beneficiary designation made pursuant to this Section 6.04(c) shall not affect the rights of a Surviving Spouse under any joint life form of annuity payment.

6.05 Payment of Benefits

All payments of benefits by the Plan made pursuant to Sections 6.01, 6.03 and 6.04, except for single or partial lump sum distributions, shall be made in monthly installments. Servant Solutions shall have the power, at the written request of the Beneficiary, to make a commuted value single lump sum distribution for the Ten Year Certain component of either a Joint and Survivor Annuity With Ten Years Certain or a Single Life Annuity With Ten Years Certain. Servant Solutions shall have the authority to establish policies and procedures limiting the number of partial lump sum distributions that a Member may take each year. Notwithstanding any other provision of this Plan, Servant Solutions may, in its sole discretion, require payment in a lump sum of the value of the vested Combined Accumulation of any Member who separates from Service with the Church or an Approved Employer if the balance of the vested Combined Accumulation, as of the date of the Member's separation from Service or at the time of payment, if later, is less than \$5,000.00, or such other amount as may be determined by Servant Solutions, in its discretion. In the event the Member's vested Combined Accumulation (taking into account the Member's Contributions to all Vendors) exceeds \$1,000.00, if the Member does not elect to have such distribution

paid directly to the Member or to an eligible retirement plan specified by the Member in a direct rollover or to receive the distribution directly, then Servant Solutions will pay the distribution in a direct rollover to an individual retirement account designated by Servant Solutions. Such payment will extinguish all rights of the Member to benefits under this Plan.

6.06 Lump Sum Death Benefit

In the event a Member dies before becoming eligible for a retirement annuity under Section 6.01, a severance from employment distribution under Section 6.02, or a Disability Annuity under Section 6.03, or before receiving a single lump sum distribution or the Member's entire Combined Accumulation in the form of installments under Section 6.01, and leaving no Surviving Spouse or leaving a Surviving Spouse who does not survive long enough to receive a payment under Section 6.04 above, the Member's Combined Accumulation shall be paid in a single lump sum distribution to the Member's Beneficiary as soon as administratively practicable after the Member's death.

6.07 Hardship Withdrawals

- (a) **Immediate and Heavy Financial Need.** A Member who has not yet begun to receive benefits under Section 6.01, 6.02, 6.03 or 6.04 above may make a hardship withdrawal first, of all or a portion of the Member's After-Tax Contributions Account, if any, and then up to 50 percent of the amount remaining in the Member's vested Combined Accumulation or, if greater, the Member's entire December 31, 1997 TDS Plan account balance (excluding any interest credits or earnings added to the TDS Plan balance after December 31, 1988 and before January 1, 2024) in the event of an immediate and heavy financial need arising from –
- (1) expenses for (or necessary to obtain) medical care that would be deductible under Code section 213, determined without regard to the limitations in Code section 213(a) (related to the applicable percentage of adjusted gross income and the recipients of the medical care));
 - (2) costs directly related to the purchase of a principal residence of the Member (excluding mortgage payments);
 - (3) the payment of tuition and related education fees and effective as of January 1, 2022, room and board expenses, for the next 12 months of post-secondary education for the Member, or the Member's spouse, children or dependents (as defined in Code section 152, without regard to Code sections 152(b)(1), (b)(2) and (d)(1)(B));
 - (4) payments necessary to prevent the eviction of the Member from the Member's principal residence or foreclosure on the mortgage on that residence;
 - (5) payments for burial or funeral expenses for the Member's deceased parent, spouse, children or dependents (as defined in Code section 152, without regard to Code section 152(d)(1)(B));

- (6) expenses for the repair of damage to the Member's principal residence that would qualify for the casualty deduction under Code Section 165 (determined without regard to Code section 165(h)(5) and without regard to whether the loss exceeds 10 percent of adjusted gross income); or
- (7) expenses and losses (including loss of income) incurred by the Member on account of a disaster declared by the Federal Emergency Management Agency ("FEMA") under the Robert T. Stafford Disaster Relief and Emergency Assistance Act, Public Law 100-107, provided that the Member's principal residence or principal place of employment at the time of the disaster was located in an area designated by FEMA for individual assistance with respect to the disaster.

(b) **Distribution of Amount Necessary to Meet Need.** As soon as practicable after—

- (1) Servant Solutions' determination that an immediate and heavy financial need exists with respect to the Member; and
- (2) The Member has obtained all other currently available distributions (including distributions of ESOP dividends under Code section 404(k), but not hardship distributions or Plan loans) under this Plan, if any, and all other plans of deferred compensation, whether qualified or nonqualified, maintained by the Member's Employer; and
- (3) Effective as of January 1, 2020, the Member has provided Servant Solutions or its designee a representation in writing (including by using a permitted electronic medium), that the Member has insufficient cash or other liquid assets reasonably available to satisfy the need, and Servant Solutions or its designee do not have actual knowledge that is contrary to the representation; and
- (4) The Member has satisfied any additional conditions imposed by Servant Solutions or its designee to demonstrate that a distribution is necessary to satisfy an immediate and heavy financial need of the Member.

Servant Solutions will pay to the Member the amount requested by the Member that is necessary to meet the need created by the hardship (but not in excess of the amount required to satisfy the financial need). The amount necessary to meet the need may include the amount of any federal, state or local income taxes or penalties reasonably anticipated to result from the withdrawal. The Member shall be responsible for any excise taxes and/or any income taxes due on a hardship distribution under this Section 6.07. All hardship distributions shall be made in the form of a single lump sum payment. Servant Solutions shall have the authority to establish policies and procedures limiting the number of hardship distributions that a Member may take each year.

- (c) **Exchange of Information.** To the extent that the Employer enters into agreements with providers of annuity contracts (as defined in Code section 403(b)(1)), or custodial accounts (as defined in Code section 403(b)(7)), or with providers of other retirement income accounts (as defined in Code section 403(b)(9)) that are not administered by Servant Solutions, the Employer shall be responsible for ensuring that the terms of other

such agreements provide for the exchange of information among the Employer, Servant Solutions and such other providers to the extent necessary to comply with the requirements of the Code and applicable Treasury Regulations.

6.08 Age 59½ Withdrawals

A Member who has not yet begun to receive benefits under Section 6.01, 6.02, 6.03 or 6.04 above may make a withdrawal from his or her Combined Accumulation in the Plan on and after the date of attaining age 59½. As soon as practicable after the age 59½ withdrawal request, Servant Solutions will pay to the Member the amount of the requested withdrawal. Age 59½ withdrawals shall be made pursuant to such rules as the Servant Solutions prescribes, and such rules may include restrictions on the number of withdrawals per year and the amount of the Combined Accumulation that may be withdrawn in any given year. In the case of a married Member, an age 59½ withdrawal may be made only with the written consent of the Member's Spouse, provided however, that Servant Solutions in its sole discretion may waive the spousal consent requirement. Notwithstanding the foregoing, in no event shall a Member be entitled to withdraw any amounts attributable to Member Contributions unless the Member has attained age 59½, had a severance from employment, died or become disabled within the meaning of Code section 72(m)(7), or in the case of hardship, as provided under Section 6.07.

6.09 Distributions of Rollover Contributions Accounts

Upon application and after Servant Solutions receives the written consent of the Member's Spouse, the Member may elect at any time to be paid part or all of the Member's Rollover Contributions Account and/or Roth Rollover Contributions Account, if any; provided, however, that Servant Solutions in its sole discretion may waive the spousal consent requirement. The Combined Accumulation of the Member remaining in the Plan after any withdrawal from the Member's Rollover Contributions Account or Roth Rollover Contributions Account shall remain fully vested in the Member (unless a vesting requirement applies), shall be adjusted to reflect any earnings or losses under the Plan, and shall ultimately be applied towards providing a benefit as provided in this Article VI. Servant Solutions shall have the authority to establish policies and procedures limiting the number of distributions that a Member may take each year from the Member's Rollover Contributions Account or Roth Rollover Contributions Account.

6.10 Withdrawal of TDS Plan Accounts

Notwithstanding any provision herein to the contrary, any Member who had an account balance under the TDS Plan as of December 31, 1997 shall continue, solely with respect to such balance, to be able to enjoy the following rights not otherwise available elsewhere in this Plan: to withdraw the Member's entire December 31, 1988 TDS Plan account balance at any time, whether or not such Member has had a severance from employment with his or her Employer. Such distribution shall be in the form of a single lump sum distribution, equal installments for a specific period of time, or any other form of payment provided elsewhere in this Plan, subject to the approval of Servant Solutions, in its sole discretion. Servant Solutions shall have the authority to establish policies and procedures limiting the number of distributions that a Member may take each year from the Member's TDS Plan Account.

6.11 In-Service Withdrawals Prior To Separation From Service

Except otherwise as provided in Article VI, no in-service withdrawals are permitted with respect to assets held in the retirement income accounts administered by Servant Solutions under this Plan.

6.12 Eligible Rollover Distributions

- (a) **General.** A Distributee may elect, at the time and in the manner prescribed by Servant Solutions, to have any portion of an Eligible Rollover Distribution paid directly to an Eligible Retirement Plan specified by the Distributee in a Direct Rollover, provided that the Eligible Rollover Distribution is not less than \$200.

(b) **Definitions.**

- (1) Eligible Rollover Distribution. An Eligible Rollover Distribution is any distribution of all or any portion of the balance to the credit of the Distributee, except that an Eligible Rollover Distribution does not include: any distribution that is one of a series of substantially equal periodic payments made (not less frequently than annually) for the life (or life expectancy) of the Distributee or the joint lives (or joint life expectancies) of the Distributee and the Distributee's designated beneficiary, or for a specified period of ten years or more; any distribution to the extent such distribution is required under Code section 401(a)(9); any distribution which is made upon the hardship of the Member; and any other distribution which is not an Eligible Rollover Distribution under applicable law.

The maximum amount which may be transferred in an eligible rollover distribution shall not exceed the maximum amount as defined in Code section 402(c)(2). Notwithstanding the provisions of Section 6.12(b)(2) below, After-Tax Contributions may only be transferred: (i) in a direct rollover to a qualified trust described in Code section 401(a) or an annuity plan described in Code section 403(b), which agrees to separately account for amounts so transferred, including separately accounting for the portion of such distribution which is includible in gross income and the portion of such distribution which is not so includible; or (ii) to an individual retirement account or annuity described in Code section 408(a) or 408(b).

- (2) Eligible Retirement Plan. An Eligible Retirement Plan is any one of the following that accepts the Distributee's Eligible Rollover Distribution: an individual retirement account described in Code section 408(a), an individual retirement annuity described in Code section 408(b), an annuity contract described in Code section 403(b) (including custodial accounts described in Code section 403(b)(7) and retirement income accounts described in Code section 403(b)(9)), a qualified trust described in Code section 401(a), an annuity plan described in Code section 403(a), an eligible deferred compensation plan described in Code section 457(b) which is maintained by an eligible employer described in Code section 457(e)(1)(A), a Roth IRA described in Code Section 408A, or any other plan or arrangement determined to be, under applicable law, an Eligible Retirement Plan with respect to a distribution from a retirement income account described in Code section 403(b)(9).
- (3) Distributee. A Distributee includes a Member. In addition, the Member's surviving spouse and the Member's spouse or former spouse who is the alternate

payee under a qualified domestic relations order, as defined in Code section 414(p), are Distributees with regard to the interest of the spouse or former spouse.

(4) Direct Rollover. A Direct Rollover is a payment by the Plan to the Eligible Retirement Plan specified by the Distributee.

(5) Roth Contributions.

(A) Notwithstanding any provision of this Section 6.12 to the contrary, a Direct Rollover of a distribution of Roth Contributions from a Member's Account shall only be made to another Roth elective deferral account under an applicable retirement plan described in Code section 402A(e)(1) or to a Roth IRA described in Code section 408A, and only to the extent the rollover is permitted under the rules of Code section 402(c).

(B) The Plan will not provide for a Direct Rollover (including an automatic rollover) for distributions of Roth Contributions from a Member's Account if the amounts of the distributions that are Eligible Rollover Distributions are reasonably expected to total less than \$200 during a year. In addition, any distribution of Roth Contributions from a Member's Account is not taken into account in determining whether distributions of non-Roth amounts from a Member's Account are reasonably expected to total less than \$200 during a year.

(c) **Nonspouse Election.** A nonspouse Beneficiary may elect, at the time and in the manner Servant Solutions prescribes, to have his or her death benefit distribution from the Plan paid in a Direct Rollover to an individual retirement account that has been established on behalf of the nonspouse Beneficiary as an inherited IRA within the meaning of Code section 408(d)(3)(C).

(d) **Notice.** Servant Solutions shall be responsible for providing, within a reasonable time period before making an initial Eligible Rollover Distribution, an explanation to the Member of his or her right to elect a Direct Rollover and the income tax withholding consequences of not electing a Direct Rollover.

6.13 Transfers Out of Plan

(a) **Automatic Transfer.** A Member who terminates or has terminated employment with an Employer and who is subsequently employed by another Employer that has adopted this Plan shall have his or her entire Account, if any, automatically transferred to the new Employer's Plan immediately upon commencement of employment with such other Employer. Any such transfer shall comply with the requirements of Treasury Regulation section 1.403(b)-10(b)(3).

(b) **Transfer upon Employer Withdrawal from Plan.** If an Employer withdraws from the Plan in accordance with the provisions of Section 10.02(b), Servant Solutions, in its sole and absolute discretion, may transfer the Accounts of those Members who are currently

employed by that Employer directly to that Employer's Code section 403(b)(1) annuity contract, a Code section 403(b)(7) custodial account or a Code section 403(b)(9) retirement income account. To effect such a transfer, the Employer shall complete such forms as Servant Solutions deems necessary to ensure that the applicable conditions of the Code are satisfied, including an agreement indemnifying Servant Solutions from any liability associated with the transfer, to the extent Servant Solutions deems such indemnification to be necessary. Servant Solutions shall delay any such transfer if it determines, in its sole discretion, that such transfer would jeopardize the interests of any other Member(s) in the Plan. Any such transfer must be made in accordance with the requirements of Treasury Regulations section 1.403(b)-10(b)(3) and any rules and procedures established by Servant Solutions for such purpose. Accounts of Members who are former employees of the Employer will not be transferred pursuant to this Section.

- (c) **No Other Transfers Permitted.** Except as permitted under Sections 6.12, Section 6.13(a) and (b), and Section 13.03(f), the Plan does not permit transfers of any portion of a Member's Account held by the Trustees to be transferred to another plan described in Code section 403(b) or any other retirement plan.

6.14 In-Plan Rollovers/Transfers

- (a) **Definitions.** The following definitions apply for purpose of this Section 6.14:
 - (1) **In-Plan Roth Rollover.** An In-Plan Roth Rollover means an amount that a Member elects to transfer from a Plan Account, other than a designated Roth Contributions Account, into an In-Plan Roth Rollover Account, in accordance with Code section 402(c)(4)(E). A Member may elect to make an In-Plan Roth Rollover from all or a portion of his or her vested Account. In-Plan Roth Rollovers will be administered as provided by IRS guidance and the provisions of this Section 6.14.
 - (2) **In-Plan Roth Transfer.** An In-Plan Roth Transfer means an amount that a Member elects to transfer from a Plan Account, other than a designated Roth Contributions Account, into an In-Plan Roth Transfer Account, in accordance with Code section 402(c)(4)(E). A Member may elect to make an In-Plan Roth Transfer from all or a portion of his or her vested Account. To the extent necessary, sub-accounts may be established based on the source of the In-Plan Roth Transfer. In-Plan Roth Transfers will be administered as provided by IRS guidance and the provisions of this Section 6.14.
- (b) **Member includes certain alternate payees.** For purposes of eligibility for an In-Plan Roth Rollover/Transfer, the Plan will treat a Member's alternate payee spouse or former spouse who is not an employee as a Member.
- (c) **Withdrawal of In-Plan Roth Rollovers/Transfers.** A Member may withdraw amounts from the Member's In-Plan Roth Rollover/Transfer Account only when the Member would have been eligible for a distribution from the Account which was the source of the In-Plan Roth Rollover/Transfer. In-Plan Roth Rollovers/Transfers do not accelerate or eliminate any distribution rights or restrictions on amounts that a Member elects to treat as an In-Plan Roth Rollover/Transfer.

6.15 Loans

Except to the extent provided in this Section 6.15, no loans shall be made from any assets held in the retirement income accounts administered by Servant Solutions under the Plan. Effective as of January 1, 2022, solely with respect to an Employer that agrees to merge the assets of a prior 403(b) plan it maintains into this Plan, loans shall be permitted to be made from the vested portion of retirement income accounts maintained for Members who are active employees of such Employer; provided, however, such loans shall only be permitted if agreed to by Servant Solutions and only if the Employer's prior 403(b) plan which is merged into this Plan permitted plan loans to be made. In such instance, all such loans (including plan loans that were also merged into this Plan) shall be subject to the requirements and provisions set out below in this Section 6.15 and also to such policy, rules, guidelines and limitations as Servant Solutions shall prescribe from time to time, including procedures for applying for such loans.

- (a) **Principal Amount.** The minimum principal amount of any initial loan balance owed by a Member to the Plan shall not be less than one thousand dollars (\$1,000) and the maximum principal amount of any loan balance owed by a Member to the Plan shall not exceed the lesser of: (1) fifty thousand dollars (\$50,000) reduced by the excess (if any) of the Member's highest outstanding balances of such loans during the immediately preceding twelve-month period over the Member's current outstanding loan balance on the date of the loan, or (2) fifty percent (50%) of the Member's vested Account. For purposes of this limit, all plans of the Employer shall be considered one plan. Servant Solutions is authorized to adopt rules which either reduce the maximum principal amount of a loan or provide a different minimum amount which may be loaned to a Member.
- (b) **Spousal Consent.** A Member must provide Servant Solutions with written spousal consent prior to receiving a loan from any portion of his or her vested Account; provided, however, that Servant Solutions in its sole discretion may waive the spousal consent requirement.
- (c) **Maximum Term.** The repayment term of any loan may not exceed five (5) years from the date on which the loan is made.
- (d) **Interest Rate.** Each loan shall bear a reasonable rate of interest as determined by Servant Solutions.
- (e) **Repayment.** A Plan loan shall be repaid by payroll withholding over its term in level installment payments. As a condition precedent to approval of the loan, the Member shall be required to authorize irrevocably payroll withholding in the amount of each installment, unless this requirement is waived by Servant Solutions.
- (f) **Collateral.** A Plan loan shall be secured by up to fifty percent (50%) of the Member's vested Account, and such other collateral as Servant Solutions may require from time to time. Servant Solutions may release any portion of such collateral that Servant Solutions determines is not required to adequately secure the repayment of such loan.
- (g) **Distribution of Accrued Benefit.** If the Member's Account balance is to be distributed prior to the Member's payment of all principal and accrued interest on any loan to such

Member, the distribution shall include, as an offset, the amount of unpaid principal and accrued interest on the loan as of the date of such distribution.

- (h) **Notes.** All loans shall be evidenced by a collateral promissory note containing such terms and conditions as Servant Solutions shall require.
- (i) **Frequency.** A Member shall be permitted to have only one (1) Plan loan outstanding at any one time and, in addition, only one (1) Plan loan shall be permitted for a Member per calendar year.

6.16 CARES Act Provisions

This Plan did not permit Coronavirus-related distributions, loan extensions or increased loan amounts due to COVID, as permitted by the Coronavirus Aid, Relief, and Economic Security (CARES) Act of 2020.

6.17 Distribution to a Member with a Terminal Illness

Upon the written request of a terminally ill Member eligible for an in-service distribution, on a form supplied by Servant Solutions or its designated agent, and subject to the approval of Servant Solutions or its designated agent, a withdrawal may be taken from the Member's Account. The terminally ill Member must provide Servant Solutions with certification from a physician as having an illness or physical condition which can reasonably be expected to result in death in 84 months or less after the date of the certification. Withdrawals due to terminal illness are exempt from the 10% early withdrawal penalty and may be repaid to the Plan within 3 years of distribution. This Section will be operated in compliance with Section 326 of the SECURE 2.0 Act of 2022 and guidance issued by the IRS and Treasury.

ARTICLE VII Minimum Distribution Rules

7.01 Minimum Required Distributions

Notwithstanding any other provisions to the contrary, all distributions under the Plan shall be made in accordance with the requirements of Code section 401(a)(9) and the Treasury Regulations thereunder, including the incidental death benefit rule of Code section 401(a)(9)(G) and Treasury Regulations sections 1.401(a)(9)-2 through 1.401(a)(9)-9. The provisions of this Article VII shall override any distribution options in the Plan inconsistent with the requirements of Code section 401(a)(9). To the extent that Code section 401(a)(9) and the corresponding regulations provide for any elections or alternative methods of compliance not specifically addressed in this Article, Servant Solutions shall have the authority to make or revoke such elections or to use such alternative methods of compliance.

7.02 Distributions During a Member's Lifetime

Under Code section 401(a)(9) and the corresponding regulations, a Member's entire interest under the Plan must be distributed (or begin to be distributed) no later than the required beginning date (generally April 1 of the calendar year following the later of the calendar year in which the Member retires or attains age 73) over the life (or life expectancy) of the Member or over the lives (or the life expectancies) of the Member and his or her designated Beneficiary (ies). Distributions may be made more rapidly, but not more slowly, than the period required under Code section 401(a)(9).

7.03 Distributions After the Death of a Member

After a Member's death, distributions must continue to be made in accordance with the provisions of Code section 401(a)(9) and the corresponding regulations. Where distribution of the Member's interest has begun and the Member dies before his or her entire interest is distributed, the remaining portion of such interest must be distributed at least as rapidly as under the distribution method being used as of the date of death. If a Member dies after his or her required beginning date and has a surviving spouse who is the Member's sole designated Beneficiary, the surviving spouse shall be deemed to have made an election to be treated as the Member for purposes of this Article unless such surviving spouse elects otherwise.

7.04 Beneficiary's Manner of Distribution

Nonspousal Beneficiaries shall be required to take a lump sum distribution or roll the Account balance into an inherited IRA.

ARTICLE VIII Contingent Fund

8.01 Contingent Fund

Servant Solutions shall maintain a Contingent Fund which shall consist of—

- (a) any unrealized gains and losses and the net realized gains or losses on the sale or maturity of securities or any other investments (exclusive of any realized or unrealized gains and losses attributable to Member-directed investment of contributions under Article V);
- (b) such portions of the investments or income from investments (exclusive of any realized or unrealized gains and losses attributable to Member-directed investment of contributions under Article V) as may be set aside by Servant Solutions as a reserve for future contingencies; and
- (c) such sums from other sources as may be allocated by Servant Solutions to this fund.

This fund shall be available for appropriations authorized by Servant Solutions for designated purposes.

8.02 Supplemental Transition Payments

For Plan Years beginning before 2005, Servant Solutions allocated a portion of the Contingent Fund to the individual Accounts of those Members who elected to have all or a portion of their Accounts invested in the Capital Preservation Fund, pursuant to the investment election provisions of Article V, to supplement the investment returns in that Investment Fund in an amount to be determined by Servant Solutions in its sole discretion. Such supplemental allocations will be made only to those Members who make the election described in this Section 8.02 prior to January 1, 2005. Effective January 1, 2005, Servant Solutions discontinued such supplemental allocations; the Capital Preservation Fund is no longer offered as an Investment Fund.

ARTICLE IX
Operation of the Plan

9.01 Administration

The following provisions shall apply only with respect to Contributions made to the retirement income accounts administered by Servant Solutions under the Plan.

- (a) Except as provided in Section 13.03(a), the Plan shall be operated and administered by Servant Solutions in accordance with such rules and regulations as Servant Solutions shall from time to time adopt. Servant Solutions shall be a fiduciary under the laws of the State of Indiana with respect to its operation and administration of the Plan.
- (b) If any written claim for benefits under the Plan is wholly or partially denied, at the discretion of Servant Solutions, the claimant shall be given notice in writing within a reasonable period of time after receipt of the claim by the Plan (not to exceed 90 days after receipt of the claim or, if special circumstances require an extension of time, written notice of the extension shall be furnished to the claimant, not to exceed an additional 90 days) by first class mail of such denial, written in a manner calculated to be understood by the claimant, setting forth the following information:
 - (1) the specific reasons for such denial;
 - (2) specific references to pertinent Plan provisions on which the denial is based;
 - (3) a description of any additional material or information necessary for the claimant to perfect the claim and an explanation of why such material or information is necessary; and
 - (4) an explanation of the Plan's claim review procedure.

The claimant also shall be advised that the claimant or the claimant's duly authorized representative may request a review by Servant Solutions of the decision denying the claim by filing with Servant Solutions, within 60 days after such notice has been received by the claimant, a written request for such review, and that the claimant may review pertinent documents, and submit issues and comments in writing within the same 60-day period. If such request is so filed, such review shall be made by Servant Solutions within 60 days after receipt of such request, unless special circumstances require an extension of time for processing, in which case the claimant shall be so notified and a decision shall be rendered as soon as possible, but not later than 120 days after receipt of the request for review. The claimant shall be given written notice of the decision resulting from such review, which notice shall include specific reasons for the decision, written in a manner calculated to be understood by the claimant, and specific references to the pertinent Plan provisions on which the decision is based. Servant Solutions' construction and interpretation of any provision of the Plan or of such rules and regulations shall be binding and final on all parties.

- (c) Servant Solutions may delegate its duties and powers with respect to the administration of the Plan to its committees, officers, and agents. The action or decision of any such committee, officer, or agent, within the scope of the duties and powers so delegated, shall be deemed the action or decision of Servant Solutions but shall be subject to review by Servant Solutions in disputed cases. Servant Solutions' decision upon such review shall be final. Servant Solutions may employ such counsel, auditors, and other specialists and such clerical, actuarial and other services as it may require in carrying out the provisions of this Plan.
- (d) Servant Solutions may readjust annuities or other benefits being paid or to be paid where such changes are deemed to be necessary to protect and preserve the actuarial and financial solvency of the Plan on the basis of the experience as to mortality, disability, retirement, the security of the principal of the invested funds and the rate of earnings thereon.
- (e) Servant Solutions shall have such other duties and powers as may be necessary to discharge its duties hereunder, including, but not by way of limitation, the following:
 - (1) to construe and interpret the Plan, decide all questions of eligibility and determine the amount, manner and time of payment of any benefits hereunder;
 - (2) to prescribe procedures to be followed by Members or Beneficiaries filing applications for benefits;
 - (3) to prepare and distribute, in such manner as Servant Solutions determines to be appropriate, information explaining the Plan;
 - (4) to receive from the Employers and from Members such information as shall be necessary for the proper administration of the Plan;
 - (5) to furnish the Member or the Employer, upon request, such annual reports with respect to the administration of the Plan as are reasonable and appropriate; and
 - (6) to exchange information with Employers to the extent necessary to administer the Plan and comply with the requirements of Code section 403(b) and the applicable regulations.

9.02 Rules and Decisions

Servant Solutions may adopt such rules as it deems necessary, desirable, or appropriate in administering the Plan. When making a determination or calculation, Servant Solutions shall be entitled to rely upon information furnished by an Employer, Member or Beneficiary, to the extent permitted by applicable law.

9.03 Application and Forms for Distributions

Servant Solutions may require a Member or Beneficiary to complete and file with Servant Solutions an application for distributions and all other forms approved by Servant Solutions and to furnish all pertinent

information requested by Servant Solutions. Servant Solutions may rely upon all such information, including the Member's or Beneficiary's current mailing address.

9.04 Liability

The funds and assets of the Plan shall be and become liable to Members and Beneficiaries hereunder for the payment and discharge of their annuity and benefit claims in the manner and to the extent provided above, but in no event shall any liability accrue against the Church, or Servant Solutions for annuities, benefits, or other claims arising out of the establishment, maintenance, conduct, and operation of the Plan, nor shall the funds and assets of the Church, or of its boards or agencies (including Servant Solutions), other than the funds and assets of the Plan, become subject to, or liable for, any such claim or other liability. No action shall ever be maintainable in any court of law or equity against the Church or Servant Solutions to enforce such asserted claim or liability.

9.05 Benefits May Not Be Assigned

The interests of persons entitled to benefits under the Plan shall not be subject in any manner to anticipation, alienation, sale, transfer, assignment, pledge, encumbrance, charge, garnishment, execution or levy of any kind, either voluntary or involuntary, or directly or indirectly (except as may be provided pursuant to a qualified domestic relations order regarding alimony or other payments for the support of a spouse, former spouse, or other relative of a Member, to the extent permitted under Code section 414(p)) prior to actually being received by the person entitled to the benefits under the terms of the Plan. Any attempt to anticipate, alienate, sell, transfer, assign, pledge, encumber, charge or otherwise dispose of any right to benefits payable hereunder shall be void.

Servant Solutions shall establish procedures to determine whether domestic relations orders are "qualified domestic relations orders" as defined in Code section 414(p) and to administer distributions under such qualified domestic relations orders. An alternate payee identified in a qualified domestic relations order shall be entitled to receive payment from the alternate payee's Account under the Plan at any time following the establishment of such Account by Servant Solutions. Such payment can be made in any of the forms of payment permitted under Section 6.01(a)(1)-(4) of the Plan, at the election of the alternate payee.

9.06 Construction

The Plan and rules and regulations adopted hereafter, and the rights of Members, Beneficiaries and annuitants of the Plan, shall be construed in accordance with the laws of the State of Indiana. If any provision of the Plan shall be held invalid or unenforceable, the remaining provisions hereof shall continue to be fully effective.

9.07 Withholding Taxes

An Employer shall withhold from a Member's Salary and Servant Solutions shall withhold from any payment under this Plan any taxes required to be withheld with respect to contributions or benefits under this Plan and may withhold such sum as the Employer or Servant Solutions may reasonably estimate as necessary to cover any taxes for which the Member may be liable and which may be assessed with respect to contributions or benefits under this Plan. A payee shall provide such information as Servant Solutions

may need to satisfy income tax withholding obligations, and any other information that may be required by guidance issued under the Code.

9.08 Payments to Minors and Incompetents

If a Member or Beneficiary entitled to receive any benefits hereunder is a minor or is adjudged to be legally incapable of giving valid receipt and discharge for such benefits, or is deemed so by Servant Solutions, benefits will be paid to such person as Servant Solutions may designate for the benefit of such Member or Beneficiary. Such payments shall be considered a payment to such Member or Beneficiary and shall, to the extent made, be deemed a complete discharge of any liability for such payment under the Plan.

9.09 Fees and Expenses

All expenses and fees incurred in the administration of the retirement income accounts administered by Servant Solutions under the Plan and the operation of Servant Solutions shall be paid for in a manner Servant Solutions determines is reasonable which may include payments from Members' Accounts, the Contingent Fund, and/or the annuity reserves. Such expenses shall also include any expenses incident to the general administration of the Plan and the operation of Servant Solutions, including fees of accountants, counsel, and other specialists. Servant Solutions shall have complete discretion to allocate expenses of administration to individual Member Accounts on any basis established by Servant Solutions as reasonable.

9.10 Minister's Housing Allowance Paid in Retirement

Any retirement distribution made to a qualified minister of the gospel from assets held by Servant Solutions under this Plan shall be eligible to be designated as minister's housing allowance only in accordance with the requirements of Code section 107 and Revenue Ruling 75-22 and other applicable regulations and rulings.

9.11 Indemnity for Liability

Servant Solutions shall indemnify each of its trustees against any and all claims, losses, damages, and expenses, including counsel fees, incurred by the trustee as a result of performing any responsibilities, obligations, or duties in connection with the Plan or activities actually performed in connection with the Plan, along with any liability, including any amounts paid in settlement with Servant Solutions' approval, arising from the trustee's or Servant Solutions' action or failure to act to the fullest extent permitted by Indiana law.

9.12 Notice of Address and Missing Persons

Each person entitled to benefits under the Plan must file with Servant Solutions, in writing, such person's post office address and each change of post office address. Any check or electronic payment representing any payment due hereunder, and any communication, statement, or notice addressed to such a person at the latest reported post office address shall constitute adequate payment to such person and will be binding upon such person for all purposes of the Plan. Neither Servant Solutions, the Church, the Employers, nor any insurance company shall be obliged to search for or ascertain such person's whereabouts. In the event that such person cannot be located, and subject to the requirements of Indiana

law, Servant Solutions may direct that such benefit and all further benefits with respect to such person shall be discontinued, all liability for the payment thereof shall terminate and the balance in such Member's vested Combined Accumulation shall be deemed a forfeiture; provided, however, that in the event of the subsequent location of the Member or Beneficiary prior to termination of the Plan, the benefits which were due and payable and which such person has not received shall be paid in a single lump sum (without any interim earnings) and the future benefits (if any) due such person shall be reinstated in full.

9.13 Mistaken Contributions

The Employer contributes to this Plan on the condition that such Contributions are not made due to a good faith mistake of fact. Except as otherwise provided in a Vendor Contract or in the Trust, if a Contribution is made to the Plan by a good faith mistake of fact, Servant Solutions, upon request from the Employer, will return to the Employer the amount of the Contributions along with any earnings (or losses) thereon. Servant Solutions may require the Employer to furnish whatever evidence Servant Solutions deems necessary to enable Servant Solutions to confirm that the amount the Employer has requested to be returned meets the requirements of this Section 9.13.

9.14 Military Service

Notwithstanding any provision of this Plan to the contrary, contributions, benefits, and service credit with respect to qualified military service shall be provided in accordance with Code section 414(u). In the case of a death occurring on or after January 1, 2007, if a Member dies while performing qualified military service (as defined by section 414(u) of the Code), the survivors of the Member are entitled to any additional benefits (other than benefit accruals relating to the period of qualified military service) provided under the Plan as if the Member had resumed and then terminated employment on account of death.

ARTICLE X Amendment and Termination

10.01 Amendment

Servant Solutions may, by the action of its Board of Directors, in its settlor capacity, amend the Plan for any reason at any time, from time to time, and retroactively if deemed necessary or appropriate to comply with the requirements of the Code and applicable regulations or for any other reason. The Chief Executive Officer of Servant Solutions may, in its settlor capacity, also amend the Plan at any time and from time to time, and retroactively if deemed necessary or appropriate, to the extent that such amendment: (i) is required to comply with or implement election made with respect to statutory or regulatory requirements; or (ii) modifies the administrative provisions of the Plan; or (iii) otherwise modifies the Plan in a manner that does not have a material financial impact on any Member. No amendment shall abridge the rights of Members with respect to their vested Combined Accumulations as of the date of the adoption of such amendment, nor of any annuities already entered upon, except as provided in Section 9.01(d). No amendment shall operate either directly or indirectly to give any Employer or the Church any interest whatsoever in any funds or property held by Servant Solutions under the terms hereof, or to permit the corpus or income of the Plan to be used for or diverted to purposes other than the exclusive benefit of Members or their beneficiaries, nor shall any amendment reduce the Account of any Member or beneficiary of any deceased Member.

10.02 Termination

- (a) While it is expected that the Plan will be continued indefinitely, Servant Solutions may terminate the Plan at any time, provided the prior notice required for amendment of the Plan under Section 10.01 is met. In the event of such termination of the Plan, the amounts maintained in accounts of affected Members shall, unless Servant Solutions exercises its right pursuant to Section 10.02(c), remain to be used by Servant Solutions to pay benefits to or on behalf of the affected Members in accordance with applicable provisions of the Plan.
- (b) In accordance with rules and procedures from time to time established by Servant Solutions, an Employer may terminate participation in this Plan upon ceasing all future contributions to this Plan and providing proper written direction to Servant Solutions. In the event of such termination, amounts maintained in the Accounts of affected Members shall remain to be used by Servant Solutions to pay benefits to or on behalf of such affected Members in accordance with applicable provisions of the Plan.
- (c) In the event of termination of the Plan pursuant to either subsection (a) or (b), Servant Solutions shall, notwithstanding anything in this Plan to the contrary, have the right, in its sole discretion, to make a single sum payment to each affected Member or Beneficiary with benefit rights under the Plan in lieu of making the benefit payments otherwise provided for herein, thereby fully discharging the Plan and Servant Solutions of all liability with respect thereto; provided, however, that in the event of such distribution, the Employer shall not make contributions to an alternative section 403(b) contract that is not part of the Plan during the prior period beginning on the date of Plan termination and ending twelve (12) months after the distribution of all assets from the Plan, except as permitted in the applicable Treasury Regulations.

ARTICLE XI Trust and Trustee

11.01 Existence of Trust

Servant Solutions has entered into a Trust Agreement with the Trustees to hold the funds accumulated under the provisions of the retirement income accounts administered by Servant Solutions under this Plan.

11.02 Exclusive Benefit Rule

The Trust Fund shall be received, held in trust, and disbursed by the Trustee in accordance with the provisions of the Trust Agreement and this Plan. Subject to Code section 414(p), no part of the Trust Fund shall be used for or diverted to purposes other than for the exclusive benefit of Members and their Beneficiaries or the payment of reasonable administrative expenses. For this purpose, assets are treated as diverted to the Employer if there is a loan or other extension of credit from assets in the Trust Fund to the Employer. No person shall have any interest in, or right to, the Trust Fund or any part thereof, except as specifically provided for in this Plan or the Trust Agreement or both.

11.03 Appointment and Removal of the Trustees

The appointment, removal, and terms and conditions of service of the Trustees shall be determined by Servant Solutions.

11.04 Powers of Trustees

All contributions under the retirement income accounts administered by Servant Solutions will be paid to the Trustees. The Trustees shall have such powers to hold, invest, reinvest, or to control and disburse assets of the Trust Fund as set forth in the Trust Agreement or this Plan. The Trustees shall also have the authority to make allocations with respect to individual Member's Accounts and to notify Members of the amount of their Account balances at least annually.

11.05 Integration of Trust

The Trust Agreement shall be deemed to be a part of this Plan, and all rights of Members or others under this Plan shall be subject to the provisions of the Trust Agreement.

11.06 Delegation of Authority

The Trustees may authorize any agent or agents to carry out their duties, and may employ such counsel, auditors, and other specialists and such clerical, actuarial and other services as it may require in carrying out the provisions of this Plan.

ARTICLE XII Contribution Limitations

12.01 Maximum Contributions

- (a) The Contributions for any Plan Year on behalf of a Member (not including any additional elective contributions described under Code section 414(v) or any Rollover Contributions or Transfer Contributions) shall not exceed the Member's Defined Contribution Limit. For any Plan Year, a Member's Defined Contribution Limit shall be an amount equal to the lesser of:
 - (1) 100% of the Member's "includible compensation" as defined under Code section 403(b)(3), or
 - (2) the dollar limit under Code section 415(c)(1)(A) (\$70,000 in 2025), as adjusted under Code section 415(d)(1)(B).
- (b) Notwithstanding any provision of Section 12.01(a) to the contrary, the Defined Contribution Limit of a Member who has made an election under Code section 415(c)(7)(A) shall be determined under such Code section and the regulations issued thereunder. The total amount of contributions with respect to any Member which may be taken into account for purposes of this subsection for all years may not exceed \$40,000.

- (c) In the case of an individual described in Code section 415(c)(7)(B) who is performing services outside the United States, the Defined Contribution Limit for any Plan Year shall not be treated as exceeding the limitation of subsection 12.01(a) if contributions with respect to such Member are not in excess of the greater of \$3,000 or the individual's includible compensation as defined under Code section 403(b)(3).
- (d) **Excess Annual Additions.**
 - (1) If a Member's annual additions under the Plan (the Member's Defined Contribution Limit) exceed the limits imposed by Code section 415 for a limitation year, such excess annual additions shall be corrected in accordance with procedures and other guidance of the Internal Revenue Service. Excess annual additions will be deemed to consist of the annual additions last credited.
 - (2) A Member's excess annual additions for a taxable year are includible in the Member's gross income for that taxable year. A Member's excess annual additions attributable to this Plan will be credited in the year of the excess to a separate account under the Plan for such excess annual additions, which will be maintained until the excess annual additions are distributed. This separate account will be treated as a separate contract to which Code section 403(c) (or other applicable provision of the Code) applies. Amounts in the separate account may be distributed at any time, notwithstanding any other provision of the Plan.
- (e) When determining a Member's 'includible compensation' for purposes of the limitation set forth in Section 12.01(a)(1), the following provisions shall apply:
 - (1) Compensation for a limitation year shall include amounts earned but not paid during the limitation year solely because of the timing of pay periods and pay dates, provided: (A) the amounts are paid during the first few weeks of the next limitation year; (B) the amounts are included on a uniform and consistent basis with respect to all similarly situated Members; and (C) no compensation is included in more than one limitation year.
 - (2) In the case of a Member who terminates employment during the Plan Year, compensation shall include amounts paid after such termination of employment if such amounts: (A) are paid by the later of: (i) two and one-half (2½) months after termination of employment, and (ii) the end of the Plan Year that includes the date of termination of employment; and (B) are payments of regular compensation for services performed during the Member's regular working hours or outside of such working hours, such as overtime, commissions, bonuses, and other similar payments that would have been paid to the Member prior to termination of employment if the Member had continued in employment with the Employer.
 - (3) Compensation shall include leave cashouts if those amounts would have been included in the definition of compensation if they were paid prior to the Member's termination of employment, the amounts are payment for unused accrued bona fide sick, vacation or other leave, but only if the Member would

have been able to use the leave if employment had continued. In addition, deferred compensation shall be included in compensation if the compensation would have been included in the definition of compensation if it had been paid prior to the Member's termination of employment, and the compensation is received pursuant to a nonqualified unfunded deferred compensation plan, but only if the payment would have been paid at the same time if the Member had continued in employment with the Employer and only to the extent that the payment is includible in the Member's gross income.

- (4) Compensation shall include payments to an individual who does not currently perform services for the Employer by reason of qualified military service (as that term is defined in Code section 414(u)(1)) to the extent those payments do not exceed the amounts the individual would have received if the individual had continued to perform services for the Employer rather than entering qualified military service.

12.02 Limits on Member Before-Tax and/or Roth Contributions

- (a) **Elective Deferral Limit.** Except as provided in subsections 12.02(b) and (c), the maximum amount of a Member's Before-Tax and/or Roth Contributions under the Plan for any calendar year shall not exceed the applicable dollar amount established under Code section 402(g)(1)(B) (\$23,500 for 2025). This limitation shall be adjusted for cost-of-living in accordance with Code section 402(g)(4). The total amount of elective deferrals (Before-Tax Contributions and Roth Contributions) for a year cannot be more than the Member's Salary for the year. To the extent that the contribution limitation under Code section 402(g) is violated, such violation will affect only the individual Member with respect to whom the excess contribution is made and shall affect no other Plan Member.
- (b) **Special Section 403(b) Catch-up Limitation for Employees With 15 Years of Service.** This special catch-up limitation is no longer effective beginning January 1, 2018.
- (c) **Age 50 Catch-up Elective Deferral Contributions.** A Member who will attain age 50 or more by the end of the calendar year is permitted to elect an additional amount of Member Before-Tax and or Roth Contributions, up to the maximum age 50 catch-up elective deferral limit for the year established under Code section 414(v). The maximum dollar amount of the age 50 catch-up elective deferral limit for a year is \$7,500 for 2025, and is adjusted for cost-of-living to the extent provided under the Code. Such catch-up contributions shall not be taken into account for purposes of the limits described in Sections 12.01 or 12.02(a). Effective as of January 1, 2025, Members who will or have attained age 60 but who will not or have not attained age 64 in a calendar year may make additional age-based catch-up contributions in compliance with Section 109 of the SECURE 2.0 Act of 2022 and guidance issued by the IRS and Treasury. Effective as of January 1, 2026, age 50 catch-up contributions by Members who meet the requirements of section 603 of the SECURE 2.0 Act of 2022 and Code section 414(v)(7) must be made on a Roth basis. The Plan may default Before-Tax Contributions to Roth Contributions for certain Members required to make age 50 catch-up contributions on a Roth basis.
- (d) **Special Rule for a Member Covered by Another Plan.** For purposes of this Section 12.02, if the Member is or has been a participant in one or more other plans under Code section

403(b) (and any other plan that permits elective deferrals under section 402(g) of the Code), then this Plan and all such other plans shall be considered as one plan for purposes of applying the foregoing limitations of this Section 12.02. For this purpose, Servant Solutions shall take into account any other such plan for which Servant Solutions receives from the Member sufficient information concerning his or her participation in such other plan.

- (e) **Correction of Excess Elective Deferrals.** If a Member's Before-Tax and/or Roth Contributions for any calendar year exceeds the limitations described above, or the Member's Before-Tax and/or Roth Contributions for any calendar year exceeds the limitations described above when combined with other amounts deferred by the Member under another plan of the Employer under section 403(b) of the Code (and any other plan that permits elective deferrals under section 402(g) of the Code), and the Member notifies Servant Solutions on or before the March 1 following the taxable year that all or a specified part of a Before-Tax and/or Roth Contributions made for the Member's benefit represents an excess deferral, Servant Solutions shall cause such excess deferral, adjusted for allocable income or loss in accordance with Code section 402(g)(2), to be distributed to the Member no later than the April 15 following the calendar year in which such excess deferral was made. No distribution of an excess deferral shall be made during the taxable year of a Member in which the excess deferral was made unless the correcting distribution is made after the date on which the Plan received the excess deferral and both the Member and the Plan designates the distribution as a distribution of an excess deferral.

For any Plan Year in which a Member may make both Member Before-Tax Contributions and Roth Contributions, Servant Solutions may implement an ordering rules procedure for the distribution of excess contributions. Such ordering rules may specify whether the Before-Tax Contributions or Roth Contributions are distributed first, to the extent such type of elective deferrals were made for the year. Furthermore, such procedure may permit the Member to elect which type of elective deferrals shall be distributed first.

ARTICLE XIII

Non-Qualified Church Controlled Organizations

13.01 Non-Qualified Church-Controlled Organizations

Notwithstanding any provisions of the Plan to the contrary, the provisions of this Article XIII shall apply to any Employer that is a Non-QCCO.

13.02 Establishment of Plan

To the extent permitted by applicable law, Treasury Regulations and other guidance, an Employer described in Section 13.01 intends that any annuity contracts issued by an insurance company or mutual funds provided by a regulated investment company will be investments of this Plan and will not be subject to the requirements of either Code section 403(b)(1) or 403(b)(7) and instead will be subject to the requirements of Code section 403(b)(9).

13.03 Multiple Vendor Requirements

The following provisions apply to an Employer described in Section 13.01 that establishes a plan pursuant to this Plan document and utilizes multiple Funding Vehicles under its Plan.

- (a) **Plan Administrator.** Notwithstanding the provisions of Article IX, the Employer shall be responsible for the administration of its Plan and coordinating compliance with respect to all Vendors and Funding Vehicles under its Plan.
- (b) **Current and Former Vendors.** To the extent required by applicable law, regulations and other guidance, each Employer shall maintain a list of all Vendors included under the Plan. Such list is hereby incorporated as part of the Plan as required by Code section 403(b), the applicable Treasury regulations and other guidance. Each Vendor and the Employer shall exchange such information as may be necessary to satisfy Code section 403(b) or other requirements of applicable law. In the case of a Vendor that has ceased to be a Vendor eligible to receive contributions under the Plan or a Vendor holding assets under the Plan pursuant to a contract exchange described under Treasury Regulation section 1.403(b)-10(b)(2), the Employer shall keep the Vendor informed of the name and contact information of the Employer in order to coordinate information necessary to satisfy Code section 403(b) or other requirements of applicable law.
- (c) **Relationship of Plan to Vendor Contracts.** The Employer shall be responsible for ensuring that there is no inconsistency between the terms of this Plan and the terms of any Vendor Contract(s) used to provide Funding Vehicles under the Plan. In the event there is any inconsistency, the terms of this Plan document shall control.
- (d) **Exchange of Information.** To the extent that an Employer enters into agreements with one or more Vendors in addition to Servant Solutions, the Employer shall be responsible for ensuring that the terms of all Vendor Contracts provide for the exchange of information among the Employer, Servant Solutions and such other Vendors to the extent necessary to comply with the requirements of the Code and applicable Treasury Regulations. Such exchange of information shall include:
 - (1) Information from the Employer as to whether the Member has had a severance from employment (for purposes of the distribution restrictions under Code section 403(b)(11);
 - (2) in the case of a hardship withdrawal that is automatically deemed to be necessary to satisfy the Member's financial need (pursuant to Treasury Regulation section 1.401(k)-1(d)(3)(iv)(E)), the Vendor notifying the Employer of such withdrawal in order for the Employer to implement the resulting six-month suspension of the Member's right to make Before-Tax Contributions and/or After-Tax Contributions under the Plan (applicable to hardship withdrawals taken before January 1, 2019);
 - (3) the Vendor providing information to the Employer or other Vendors concerning the Member's or Beneficiary's Code section 403(b) contracts, custodial accounts, or retirement income accounts or qualified employer plan benefits (to enable a Vendor to determine the amount of any plan loans and any rollover accounts that

are available to satisfy the financial need under the hardship withdrawal rules (pursuant to Treasury Regulation section 1.401(k)-1(d)(3)(iv)(E)); and

- (4) information necessary in order for the Employer to satisfy other tax requirements, including the following: (i) the amount of any plan loan that is outstanding to the Member in order for a Vendor to determine whether an additional plan loan satisfies the loan limitations of Code section 72(p) so that any such additional loan is not a deemed distribution under Code section 72(p)(1); and (ii) information concerning the Member's or Beneficiary's after-tax employee contributions in order for a Vendor to determine the extent to which a distribution is includible in gross income.

(e) **Changes in Investments and Contract Exchanges.**

- (1) Contributions Invested Under Funding Vehicle Provided by Servant Solutions. All contributions to the retirement income accounts administered by Servant Solutions under the Plan shall be invested in accordance with the provisions of Article V.
- (2) Contributions Invested Under Funding Vehicles Provided by Vendors Other than Servant Solutions. To the extent provided in the Vendor Contracts, a Member may make changes in the investment of his or her Account balance among Investment Funds provided by Servant Solutions and other Vendors under the Plan. Further, to the extent provided in the Vendor Contracts, the Employer may elect to allow each Member to transfer the investment of his or her Account balance from Investment Funds provided by Servant Solutions or another Vendor approved to receive contributions under the Plan to a Vendor that is not eligible to receive contributions under the Plan. Any such exchange or transfer must be made in accordance with the requirements of Treasury Regulation section 1.403(b)-10(b)(2).

- (f) **Plan to Plan Transfers.** To the extent provided in a Vendor Contract, the Employer may allow a Member to transfer his or her Account balance to another Code section 403(b) plan. Any such transfer must be made in accordance with the requirements of Treasury Regulation section 1.403(b)-10(b)(3). Except as permitted under Section 6.12, Section 6.13(a) and (b), and this Section 13.03(f), the Plan does not permit transfers of any portion of a Member's Account held by the Trustees to be transferred to another plan described in Code section 403(b) or any other retirement plan.

- (g) **Vendor Contracts Control Investment, Distribution and Claims.** The terms of this Plan and the individual Vendor Contract shall control the investment, distributions of, and loans made with respect to all Contributions made pursuant to such Vendor Contract, as well as the resolution of any claims relating to such Contributions.

13.04 Nondiscrimination Rules Applicable to Members' Before Tax and Roth Contributions

- (a) **Universal Availability.** Every employee of a participating Employer described in Section 13.01 shall be eligible to make Before-Tax Contributions and Roth Contributions to the

Plan immediately upon becoming employed by the Employer. An Employer shall be permitted to exclude employees who normally work fewer than 20 hours per week or any other category of employee that may be permissively excluded under Code section 403(b)(12)(A). Any such exclusion must be specifically stated in the Employer's Schedule. For purposes of this Section 13.04(a), an employee is considered to work fewer than 20 hours per week if, for the 12-month period beginning on the date the employee's employment commenced, the Employer reasonably expects the employee to work fewer than 1,000 hours of service and, for each Plan Year ending after the close of that 12-month period, the employee has worked fewer than 1,000 hours of service.

- (b) **Effective Opportunity.** For purposes of Section 13.04(a), an employee is not treated as being permitted to make Before-Tax Contributions and Roth Contributions unless the employee is provided an effective opportunity (within the meaning of Treasury Regulation section 1.403(b)-5(b)(2)) to make such Before-Tax Contributions and Roth Contributions at least once during each Plan Year.

13.05 Contribution Percentage

- (a) For each Plan Year, in the case of Employers described in Section 13.01, the Average Contribution Percentage ("ACP") of Highly Compensated Employees must bear a relationship to the ACP for Non-Highly Compensated Employees which satisfies either of the following tests for nondiscrimination:
 - (1) The ACP for Members who are Highly Compensated Employees is not more than the ACP for Members who are Non-Highly Compensated Employees multiplied by 1.25; or
 - (2) The ACP for Members who are Highly Compensated Employees is not more than the ACP for Members who are Non-Highly Compensated Employees multiplied by 2, and the ACP for Members who are Highly Compensated Employees does not exceed the ACP for Members who are Non-Highly Compensated Employees by more than two (2) percentage points.
- (b) If neither of the requirements of Section 13.05(a)(1) or (a)(2) is satisfied, then the Excess Contributions with respect to Highly Compensated Employees shall be distributed, notwithstanding any other provisions of the Plan. Such Excess Contributions, including any income allocable thereto, shall be distributed beginning with the contributions made on behalf of Members with the highest dollar amount of contributions, to the extent necessary to meet the requirements of Section 13.05(a)(1) or (a)(2), whichever is met first. Any reduction in contributions shall be made first from After-Tax Contributions. After the After-Tax Contributions for such Plan Year have been reduced to zero, further reductions shall be made from any Employer matching contributions made as a result of eligible Member contributions.
- (c) Income or losses allocable to Excess Contributions on any After-Tax Contributions and any Employer matching contributions made as a result of eligible Member contributions shall be determined based on a method of adjustment as selected by Servant Solutions and as permitted under the Code.

- (d) Distributions under this Section 13.05 shall be made no later than the last day of each Plan Year to the Members on whose behalf such Excess Contributions were made for the preceding year.
- (e) At any time during the Plan Year, the Employer may make an estimate of the amount of any After-Tax Contributions or Employer matching contributions made as a result of eligible Member contributions that will be permitted under this Section 13.05 and may reduce the maximum permitted contributions for Highly Compensated Employees under Sections 4.02 and 4.03 to the extent the Employer determines in its sole discretion is necessary to satisfy at least one of the requirements of Section 13.05(a).

13.06 Definitions

For purposes of this Article XIII, the following definitions shall apply:

- (a) **“Average Contribution Percentage”** means the average of the Contribution Percentages of the Eligible Members in a group (calculated separately for each Member in the group).
- (b) **“Contribution Percentage”** means the ratio (expressed as a percentage) of the Member’s Contribution Percentage Amounts to the Member’s Salary for the Plan Year (whether or not the Employee was a Member for the entire Plan Year).
- (c) **“Contribution Percentage Amount”** means the sum of the After-Tax Contributions and any Employer matching contributions made as a result of eligible Member contributions made under the Plan on behalf of the Member for the Plan Year.
- (d) **“Eligible Member”** means any Member who is otherwise authorized under the terms of the Plan to make a contribution to the Plan during the Plan Year.
- (e) **“Excess Contributions”** shall mean the amount by which After-Tax Contributions and any Employer contributions made as a result of eligible Member contributions must be reduced under Section 13.05(b) for any individual.
- (f) **“Funding Vehicle”** shall mean the annuity contracts issued by an insurance company qualified to issue annuities, as defined in Code section 403(b)(1), the custodial accounts issued by a regulated investment company, as defined in Code section 403(b)(7), and the retirement income accounts, as defined in Code section 403(b)(9), utilized for funding benefits payable under the Plan and specifically approved by the Employer for use under the Plan.
- (g) **“Highly Compensated Employee”** shall mean both highly compensated active employees and highly compensated former employees.
 - (1) A highly compensated active employee includes any employee who performs service for the Employer during the Plan Year and who, during the calendar year immediately preceding the Plan Year received Compensation from the Employer

in excess of \$160,000 (as adjusted pursuant to Code section 415(d)) and was in the top-paid group of employees for such year.

- (2) For purposes of determining who is a Highly Compensated Employee, the term Compensation shall mean compensation within the meaning of section 415(c)(3) of the Code.
- (3) A highly compensated former employee includes any employee who terminated employment (or was deemed to have terminated employment) prior to the Plan Year, performs no service for the participating Employer during the Plan Year, and was a highly compensated active employee for either the service termination year or any Plan Year ending on or after the employee's fifty-fifth (55th) birthday.
- (4) The determination of who is a Highly Compensated Employee, including the determinations of the number and identity of employees in the top-paid group, will be made in accordance with Code section 414(q) and the regulations thereunder.
- (h) **"Vendor"** shall mean Servant Solutions and any other provider of a Funding Vehicle under the Plan.
- (i) **"Vendor Contract"** shall mean an agreement between a Member and/or Employer and Vendor that constitutes or governs an annuity contract, custodial account, or retirement income account utilized as a Funding Vehicle under the Plan. No separate Vendor Contract shall be necessary with regard to an agreement with Servant Solutions in the case of an Employer that remits contributions to Servant Solutions pursuant to this Plan.

13.07 Allocation of Responsibility

Servant Solutions shall not be liable for any assessments, penalties, or taxes of any kind imposed by any Federal authority because of the failure of the Employer to satisfy the requirements of Code section 403(b)(12). It is the responsibility of the Employer to take all action necessary to determine whether the requirements of Code section 403(b)(12) are met.

Executed as of the date below, and effective as of the date provided in Section 1.01 or as otherwise specified in the Plan.

SERVANT SOLUTIONS, INC.

By James M. O'Bold

Its: 05 / 15 / 2026

Date: May 14, 2026



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