

Presbyterian Senior Living 403(b) Plan

Important Information About Your 403(b) Contributions

Your total contributions in any calendar year may not exceed a dollar limit which is indexed annually. For 2026, the limit is \$24,500. The annual dollar limit is an aggregate limit which applies to all contributions you may make under this Plan or any other cash or deferred arrangements (including 401(k) plans or other 403(b) plans in which you may be participating).

If you are age 50 or older during the calendar year, you may make Catch-up contributions. This will allow your total traditional 403(b) and Roth 403(b) contributions to exceed the dollar limit described above, letting you catch-up on your retirement savings. The catch-up contribution limit is increased if you turn age 60, 61, 62, or 63 during the calendar year. The total catch-up contributions for a calendar year may not exceed the catch-up dollar limit set by law. In 2026, the catch-up dollar limit is \$8,000 for participants turning ages 50-59 and ages 64 and older, and \$11,250 for participants turning ages 60, 61, 62 or 63.

Higher Compensated Employees. Employees who are "**higher** compensated employees" under federal tax law are required to have the catch-up portion of their contributions made as Roth contributions. You are considered a higher compensated employee for 2026, if your 2025 W-2 wages for the Social Security FICA calculation exceed \$150,000.

If you are a **higher** compensated employee, we will treat your election to make traditional 403(b) contributions as an election to make any catch-up contributions to your Roth Account. Therefore, if you contribute beyond the regular contribution limits, the payroll system may automatically withhold the catch-up contributions on a Roth basis. If you elect both traditional 403(b) and Roth, any voluntary Roth contributions made before you reach the regular contribution limit will be counted towards meeting the requirement.

If your catch-up contributions are contributed as traditional 403(b) instead of Roth and the error is found before your Form W-2 is issued, the excess traditional 403(b) will be transferred to your Roth Account. If the error is found later, we will process an in-plan Roth conversion for the excess traditional 403(b) and issue a Form 1099-R for your tax reporting. In some instances, we may correct any excess traditional 403(b) by refunding the excess to you as a distribution that is taxable in the year of correction.

To change your contribution rate please contact a Customer Service Representative at (800) 577-3675.