

BayCare Clinic
2025 Retirement Plan Summary
Comprised of the 3 following components:

Plan Component	Eligibility Requirements	Date of participation	Maximums	Funding	Vesting Schedule
401k Deferral	1 month of service and 18 years of age	1st day of next pay period following having met the eligibility requirements. You can change your elected % at any time, terminate elected % at any time, or re-enroll at at any time. Effective the next pay period.	Participant can defer up to the maximum allowed by the IRS (\$23,500 for 2025 plus any applicable catch-up provisions)	Made by the 15th business day of the following month.	100%
401k Match	Completed one month of service and 18 years of age (PRN and Student employees are excluded)	1st day of plan quarter following the date employee met eligibility requirements	Contribution will be equal to 100% of employee deferral limited to 3%. (Maximum for 2025 is \$10,500)	Made by the 15th business day of the following month.	1 yr = 20%, 2 yr = 40%, 3 yr = 60%, 4 yr = 80%, 5 yr = 100%
Employer Discretionary Contribution	Completed one month of service and 18 years of age (PRN and Student employees are excluded)	1st day of plan quarter following the date employee met eligibility requirements (must be employed on last day of year)	Contributions for 2025 will be made according to Schedule 1 below. These amounts are subject to change.	Made within the 1st quarter of the following year.	1 yr = 20%, 2 yr = 40%, 3 yr = 60%, 4 yr = 80%, 5 yr = 100%

Schedule 1:

<u>Eligible Wages</u>	<u>Benefit</u>
<\$100,000	4.0% of Compensation
\$100,000 to \$162,499	\$7,200
\$162,500 to \$224,999	\$12,800
\$225,000 to \$287,499	\$15,100
\$287,500 to \$349,999	\$17,400
> \$350,000	\$36,000

Notes and Assumptions:

1. Eligible wages are wages as defined in the plan document. The definition excludes wages from the following: employer provided life insurance in excess of \$50,000, personal use of auto income, taxable disability income paid by 3rd party, taxable moving expenses, employee gifts including annual Christmas bonus, personal expenses paid on behalf of partner, income from employer provided dependent life coverage, and tuition reimbursement.
2. All eligibility questions should be referred to the plan document.
3. Vesting schedule is based off of calendar year, with a minimum of 1,000 hours worked.
4. An employee/partner leaving BayCare is still eligible to receive the EDC portion of the retirement plan if that individual is of retirement age at the time of departure. Please see the retirement plan document for additional information. Funding will be made on the normal retirement plan funding schedule.

*** Balances on these accounts may be accessed at any time by any one of the two methods:

1) Toll free access line: 1-800-456-7271

2) On-line Account Access:

<https://401k.associatedbank.com/MyMoney.aspx/community/Login.aspx?userid=0&skinid=DEFPA&langid=eng>

If you have any questions regarding this plan, please contact your BayCare Accountant at 920/490-9046.