

2025 ANNUAL NOTICE SUPPLEMENT FOR LONG-TERM PART-TIME EMPLOYEES

Effective in 2025, new rules relating to certain Long-Term Part-Time ("LTPT") Employees go into effect that impact information contained in the Annual Notice ("Notice").

If you do not meet the age and service requirements for full participation that are listed in the Plan, you may still be eligible to participate as an LTPT Employee. To qualify as an LTPT Employee, you must have worked at least 500 hours of service in each of two consecutive 12-month periods and are at least age 21. Periods prior to 2021 are disregarded in determining your LTPT status.

NOTE: You are not an LTPT Employee if you have ever completed 1000 hours of service in a year or are otherwise eligible under the plan's terms.

If you qualify for the Plan solely as an LTPT Employee, you are eligible to save for retirement by deferring compensation to the Plan, but are not eligible to receive any Employer Contributions, including safe harbor, matching contributions, and employer non-elective (profit sharing contributions). As an LTPT Employee you choose whether to defer and how much you wish to defer to the Plan. If you elect to defer into the Plan those deferrals will be withheld from your periodic compensation and will be deposited in an account for you in the Plan.