EMPOWER Invest well. Live a little.™

Plan highlights

Catholic Archdiocese Employees Retirement Plan

Your employer is committed to rewarding you for long and loyal service by providing you with a beneficial retirement savings plan designed to help you achieve a sound financial future.

The plan includes

- Employer contributions.
- Convenient automatic payroll deductions.
- Tax benefits through traditional pretax and Roth (after-tax) contributions.
- A variety of investment options.
- Age-based target date funds to simplify investing.
- A robust, user-friendly website with online tools, calculators, and information designed to help you take control of your financial future.
- Instant account access from your smartphone.
- Dedicated Empower representatives available via a toll-free number.

It's important for you to understand in more detail how the plan works — and which choices are most appropriate for your individual situation. Start by reading the information inside to get the basics about the plan and access other important information you'll need to make the most of this special benefit. For more detailed information, be sure to read the Summary Plan Description. In the event the provisions contained in this highlights brochure conflict with the terms of the plan, the terms of the plan shall govern.

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Eligibility and participation

Who can participate?

You're eligible to participate in the plan once you've attained age 21 and are expected to work 1,000 hours of service during the 12-month period from your date of hire or thereafter during the plan year. If you're an ordained diocesan priest who is serving in a parish or other agency that participates in the Catholic Archdiocese Employee Retirement Plan, you're also eligible to participate.

Those not eligible include:

- Employees expected to work less than 1,000 hours of service during the 12-month period from the date of hire or thereafter during the plan year.
- Nonresident aliens with no U.S. source of income.
- Independent contractors.
- Persons employed as substitute teachers not under contract with a participating parish or agency.
- Members of a collective bargaining unit (unless specified otherwise).
- Members of a religious order.

When can I participate?

You automatically join the plan on the first day of the month following your date of hire and the date on which plan eligibility requirements are met.

Employees who have consecutively worked 500 hours during the last two years will be able to contribute but will not receive employer contributions from the Archdiocese.

Retirement plan contributions

How do I contribute to my retirement account?

With the Catholic Archdiocese Employees Retirement Plan, an account is established on your behalf, and contributions are made to your account by you and your employer. You determine how much to contribute from each paycheck. Through payroll deduction, you may contribute whole percentage amounts from 1% to 100% of your eligible pay in pretax and Roth (after-tax) contributions up to the maximum allowable amount by the IRS.

With pretax contributions, your contributions are deducted from your pay before federal and, in most cases, state taxes are withdrawn. Your contributions, and any earnings from those contributions, grow tax-free until you begin making withdrawals. Your withdrawals are taxed as ordinary income.

You also have the option to make Roth (after-tax) contributions. With the Roth option, your contributions are deducted from your pay after federal and state taxes are applied. Your contributions, and any earnings from those contributions, grow tax-free. You pay no taxes on your withdrawals as long as they are qualified distributions.

How much can I contribute to my account?

For 2026, contributions to the plan per calendar year are limited to $24,500 exclusive of employer contributions. If you will be at least age 50 by December 31, 2026, the $24,500 limit is increased by $8,000 as a "catch-up contribution" for a total of $32,500, and if you will be age 60-63, that amount is even higher at $11,250 for a total of $35,750.

Can I change my contributions?

You may stop or change the amount of your contribution at any time by completing a new Paycheck Contribution Election form and returning it to your local payroll office at least 10 days prior to the next payroll date.

Can I roll over an account balance from a previous employer's retirement plan or IRA?

If you receive or are eligible to receive a distribution from another qualified retirement plan or an IRA, you may be able to roll over or directly transfer the distribution to the Catholic Archdiocese Employee Retirement Plan. Roth IRA rollovers are not permitted. Contact your benefit administrator for details. Consider all your options, including taxes, fees and expenses, before moving money between accounts. Assess all benefits of current accounts before moving money.

How does my employer contribute to my account?

Your employer intends to make matching contributions to your account each pay period. For the first 2% you contribute, your employer will match 100%. For the next 2% you contribute, your employer will match 50%.

In addition, and regardless of whether you make contributions to your account, your employer intends to make a discretionary contribution to your account on your behalf each pay period in the amount of 4% of your compensation based on eligibility.

How are contributions invested?

Under the plan, you have the right to direct how to invest contributions and any earnings. Allocations can be made in 1% increments up to 100% to one or any combination of the investment options made available through the plan.

Unless you choose a different investment fund or funds, your plan account will be invested in the T. Rowe Price Retirement Funds based on an appropriate retirement age of 65. The T. Rowe Price Retirement Funds are the default funds for anyone who does not affirmatively direct the investment of their account in accordance with plan procedures.

Years of service[1]	Percentage vested
Less than 2 years	0%
2 years but less than 3	25%
3 years but less than 4	50%
4 years but less than 5	75%
5 years or more	100%

Vesting

What does it mean to be vested?

Vesting refers to your right of ownership of the money in your account. Your contributions, plus any earnings they generate, are always 100% vested. Employer contributions and earnings are vested as the chart follows.

Investing in the plan

What investment options are available through the plan?

Whether you build your own portfolio using a combination of the investment options offered by the plan or select a professionally diversified retirement portfolio, you can create an investment strategy that's right for you!

Option 1: Build your own portfolio

While contributions are automatically invested in a T. Rowe Price Retirement Date Fund based on an appropriate retirement age of 65, when you enroll, we encourage you to make an investment election to ensure your account is invested in accordance with your long-term investment, risk tolerance, and retirement goals.

Option 2: Select a professionally diversified retirement portfolio

The T. Rowe Price Retirement Funds provide one-step options for those who feel they don't have the time or experience to select and monitor an investment portfolio. Each fund is professionally managed and periodically adjusted with a specific target retirement date in mind. These funds are designed to help you meet your changing needs up to and throughout retirement in a single diversified investment option. The 11 available T. Rowe Price Retirement Funds are listed below, with less aggressive funds to the left and more aggressive funds to the right.

Option 3: Use Empower Advisory Services

Your plan offers My Total Retirement™ and Online Advice provided by Empower Advisory Group, LLC, a registered investment adviser. You can have Empower Advisory Group, LLC manage your account for you through My Total Retirement. Or, if you prefer to manage your retirement account on your own, you can use Online Advice. These services can help create a personalized retirement strategy for you. For more detailed information about these services, including any applicable fees, visit your plan's website at **empowermyretirement.com** or call **866-467-7756**.

Funds

Retirement	2015	2020	2025	2030	2035	2040	2045	2050	2055	2060	2065
Ticker	**TRFGX**	**TRBRX**	**TRPHX**	**TRPCX**	**TRPJX**	**TRPDX**	**TRPKX**	**TRPMX**	**TRPNX**	**TRPLX**	**TRFKX**
Year of birth	1952 or before	1953-1957	1958-1962	1963-1967	1968-1972	1973-1977	1978-1982	1983-1987	1988-1992	1993-1997	1998 or after
Fund allocation	49.6% stocks 50.4% bonds	53.2% stocks 46.8% bonds	60.5% stocks 39.5% bonds	71.6% stocks 28.4% bonds	82.5% stocks 17.5% bonds	91.4% stocks 8.6% bonds	96.1% stocks 3.9% bonds	97.6% stocks 2.4% bonds	98% stocks 2% bonds	98% stocks 2% bonds	98% stocks 2% bonds

The chart above shows the neutral allocations for the funds as of October 2, 2022. The allocation for each fund may vary from the long-term neutral allocation. Call 800-638-5660 for the most current asset allocation. T. Rowe Price is the investment manager.

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You can find more detailed information on each current plan investment option, including the name of the issuer, objectives or goals, principal strategies and risks, a portfolio's turnover rate, performance data, and fee and expense information, as well as any trading restrictions that may be associated with your investment options plus fund prospectuses, through the plan website at **empowermyretirement.com** or by calling **866-467-7756**.

How do I change investment elections?

Changes can be made via **empowermyretirement.com** or by calling **866-467-7756** as frequently as once each business day (subject to certain restrictions). Generally, any change made on a business day before 4 p.m. Eastern time will be processed that evening; otherwise, it will be processed the evening of the following business day. Confirmation of your transaction will be available within one business day.

Account communication preferences

How do I get information about my account?

Get personalized statements, notices, confirmations, prospectuses, and any other future documents quickly and securely! Provide your email address and sign up for electronic delivery of documents to your account via **empowermyretirement.com**.

To sign up, log in and follow these easy steps:

- Select your name in the top-right corner of the screen.
- For your communication preference, choose *E-delivery* and enter your preferred email address.

The above highlights are only a brief overview of the plan features and are not a legally binding document. A more detailed Summary Plan Description is available. Please contact your benefit administrator with questions.

Online access

How do I get online access to my account and enroll in the plan? First-time user:

1 Register

When you access your account for the first time, you must create a username and password.

To get started, go to **empowermyretirement.com** and select *Register.*

- Enter the information required on the *I do not have a pin* tab and select *Continue*.
- Enter your personal email address and phone number, create your username and password, and select *Register.*

2 Enhance security

To ensure the highest level of security, we'll confirm your identity by sending you a verification code via text, phone, or email.

- Use the drop-down list to tell us where we should send your code and select *Send me a code*.
- Please note that if we're missing your personal information on record, you'll be instructed to contact a retirement representative to continue.
- Enter your verification code.
- Select *Sign in*.

3 Enroll

After you sign in, you'll be taken to the Investment Enrollment screen, where you can customize your enrollment into the plan.

- Select *Get started*.

If you already have a username and password:

Enter your username and password in the participant login fields.

If you've forgotten either your username or password:

Don't worry, you can easily retrieve this information while online. Simply click *Login help*? below the participant login fields and follow the prompts.

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Easy account access

The plan offers flexible account access options that help you stay connected, manage your account, and make the most of your plan benefit so you can look to the future with confidence.

Website: empowermyretirement.com

Mobile app: Empower

GET IT ON Google Play

Download on the App Store

Automated Empower Customer Care Center: 866-467-7756

Empower representatives are ready to assist you weekdays from 8 a.m. to 10 p.m. and Saturdays from 9 a.m. to 5:30 p.m. Eastern time (exclusions may apply) at **866-467-7756**.

Carefully consider the investment option's objectives, risks, fees, and expenses. Contact Empower for a prospectus, summary prospectus for SEC-registered products, or disclosure document for unregistered products, if available, containing this information. Read each carefully before investing.

1 One year of service is equal to 1,000 hours of service.

Investing involves risk, including possible loss of principal.

IMPORTANT: The projections or other information generated on the website by the investment analysis tool regarding the likelihood of various investment outcomes are hypothetical in nature, do not reflect actual investment results, and are not guarantees of future results. The results may vary with each use and over time.

Asset allocation, diversification, or rebalancing does not ensure a profit or protect against loss.

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