

**ANNUAL NOTICE**

**INTRODUCTION**

This Notice contains information related to the CATHOLIC DIOCESE OF JEFFERSON CITY, MISSOURI TAX-DEFERRED RETIREMENT PLAN (the "Plan") for the plan year 01/01/2021. The plan year is each 12-month period ending on 12/31/2021.

The automatic enrollment and qualified default investment alternative (QDIA) features apply to the Plan. This Notice gives you important information about these Plan features and how they will affect you. For further information about the Plan, please see your copy of the Plan's Summary Plan Description (SPD). If you need a copy of the SPD, would like a copy of other Plan documents, or if you have any further questions on the information contained in this Notice, please contact the plan administrator at:

CATHOLIC DIOCESE OF JEFFERSON CITY, MISSOURI TAX-DEFERRED RETIREMENT PLAN  
Gala Wolfmeier  
2207 West Main Street  
Jefferson City, MO 65109-0914  
573-635-9127

**AUTOMATIC ENROLLMENT**

The automatic contribution arrangement (ACA) provisions apply to the Plan. This type of automatic enrollment allows the plan administrator to enroll certain employees in the Plan who have not previously elected to participate in the Plan.

**Do the Plan's automatic enrollment features apply to me if I have already made a deferral election?**

No, if you have already made a deferral election that amount will continue to be withheld from each of your paychecks until you make a new election.

**What happens if I do not make a deferral election by 30 days after the new hire employee packet is received?**

If you are eligible to make elective deferrals and you do not make a deferral election by 30 days after you receive your new hire employee packet, the plan administrator will begin deducting automatic deferrals from each of your paychecks and will submit those amounts to the Plan (automatic deferrals) on your behalf. An automatic deferral amount of 2% of your compensation will be withheld from each of your paychecks. The automatic deferral amount will be contributed as a pre-tax elective deferral to the Plan.

If you do not wish to have automatic deferrals withheld from each of your paychecks or if you want to change the amount withheld, you must make a deferral election. If automatic deferrals have already started, you may make a deferral election to change the amount being withheld or to stop the deferrals entirely.

**ELECTIVE DEFERRALS**

Your elective deferrals are amounts that you chose to (or are assumed to have chosen to) have withheld from your paycheck and contributed to the Plan in your name. Please see the section of your SPD titled "Eligibility for Participation" to determine if you are eligible to make elective deferrals and "Contributions to the Plan" for the type of compensation you may defer into the Plan.

### **How do I make or change my deferral election?**

You may make or change your deferral election by logging into your account at [www.principal.com](http://www.principal.com). For assistance with this process or to create your account online please contact Principal Customer Service at 1-800-986-3343.

### **Once I make a deferral election, how often can I change, stop, or re-start the election?**

You may change, re-start or stop your deferral election at any time.

### **Are there any limits to how much I can defer into the Plan?**

Your elective deferrals are subject to the following limits:

- Your total amount of deferrals cannot be more than \$19,500 (for 2021).
- If you are age 50 or over, you may defer an additional amount, called a "catch-up contribution," of up to \$6,500 (for 2021).

The plan administrator may establish additional rules you will need to follow when making your deferral election. Your deferral election is only effective for compensation you have not received yet. The plan administrator may also reduce or totally suspend your election if they determine that your election may cause the Plan to fail to satisfy any of the requirements of the Internal Revenue Code.

## **PLAN INVESTMENTS**

### **Can I direct how my account balances will be invested?**

Yes, you can direct how your entire account balance will be invested from among the different investments offered under the Plan.

You may make or change your investment elections by logging into your account at [www.principal.com](http://www.principal.com). For assistance with this process or to create your account online please contact Principal Customer Service at 1-800-986-3343.

### **How often can I change my investment election?**

Subject to any additional restrictions placed on investment timing by the actual investment, you may change your investment elections daily.

### **How will my account balances be invested if I do not make an investment election?**

The Plan's default investments are intended to meet the requirements to be a qualified default investment alternative (QDIA).

Default Investment Information – the following is the Plan's default investment:

*Principal Target Date Funds*

#### Right to Self-Direct

Participants may self-direct. Please see information provided by the investment provider, Principal, for fee and expense details. You can find this information by logging into your account at [www.principal.com](http://www.principal.com). For assistance, please contact Principal at 1-800-986-3343.

#### Additional Information

Contact the Plan's financial advisor for additional information.

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