PLAN SUMMARY

CATHOLIC DIOCESE OF JEFFERSON CITY, MISSOURI

TAX-DEFERRED RETIREMENT PLAN

(AMENDED AND RESTATED AS OF JULY 1, 2017)

THE PURPOSE OF THIS SUMMARY

This summary is intended to summarize the basic provisions of Catholic Diocese of Jefferson City, Missouri Tax-Deferred Retirement Plan (Amended and Restated as of July 1, 2017). The Plan is a tax-deferred retirement plan governed by Section 403(b) of the Internal Revenue Code and is sometimes called a "403(b) plan."

There is a formal Plan document containing the specific terms and provisions of the Plan. The formal Plan document is the controlling document for all purposes, and this summary should not be relied upon as a substitute for the Plan. In the event of any inconsistency between this summary and the provisions of the Plan in effect at any time, the provisions of the Plan in effect will govern. If you would like copies of the Plan or if you have any questions, you should contact:

Gala Wolfmeier
Benefits Coordinator
Catholic Diocese of Jefferson City
(573) 635-9127
gwolfmeier@diojeffcity.org

Certain terms in this summary have been defined in the Plan document. To assist you, the initial letters of defined terms are capitalized in this summary, and their meanings are explained. Throughout this summary, the Catholic Diocese of Jefferson City, Missouri Tax-Deferred Retirement Plan (Amended and Restated as of July 1, 2017) is called the Plan. Throughout this summary, the Catholic Diocese of Jefferson City, Missouri is called the Diocese.

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PLAN PURPOSE AND ADMINISTRATION

1. What is a 403(b) Plan?

A 403(b) plan is a tax-deferred retirement plan eligible for the tax benefits under Internal Revenue Code Section 403(b) because it benefits employees of participating employers which are tax exempt under Internal Revenue Code Section 501(c)(3). The Plan is designed to provide you with an opportunity to save and invest on a regular basis through payroll deductions. To the extent permitted by law, your contributions are made with dollars which are not taxed at the time they are contributed to the Plan.

2. Who is the Plan sponsor?

The Diocese is the Plan sponsor.

3. Who are the Employers?

The Employers are the Diocese, its agencies and instrumentalities, including the Samaritan Center and Helias Catholic High School. In addition, with the Bishop's consent, certain other tax-exempt agencies related to the Diocese may become Employers by adopting the Plan.

4. What is the Effective Date of the current restatement of the Plan? What does the term "Plan Year" mean?

The Plan was amended and restated effective as of July 1, 2017.

The term "Plan Year" means the fiscal or accounting year for the Plan. The Plan Year for this Plan is the calendar year.

5. Who is the Administrator? How is the Plan administered?

The Retirement Committee of the Roman Catholic Diocese of Jefferson City, Missouri is the Administrator. The Administrator has responsibility for managing the overall operation of the Plan, for interpreting the rules under which the Plan is operated and for seeing to it that the Plan is operated in a fair way with respect to all participants.

6. Who is the Third-Party Administrator?

The Third-Party Administrator, or TPA, is Principal Financial Group. The TPA is responsible for the day-to-day administration of the Plan.

ELIGIBILITY AND PARTICIPATION

7. Who is eligible to participate in the Plan?

The following individuals, called "Eligible Employees," are eligible to participate in the Plan:

- Any lay employee or Deacon other than a faculty or staff member employed by a school who is customarily employed by an Employer for the equivalent of 20 hours per week during the calendar year; and
- Any contracted lay employee or Deacon whose contract specifies that he or she is benefits eligible and who is a faculty or staff member who is customarily employed by an Employer which is a school for the equivalent of at least 20 hours per week during the academic year; and
- Any lay employee or Deacon who is a faculty or staff member employed by an Employer which is a school and who customarily works at least 4 hours per school day.

A special eligibility rule may apply to you if you are regularly scheduled to work fewer than 20 hours per week but actually work 20 or more hours per week for an extended period of time. The Administrator will notify you if this rule applies to you.

8. When do I participate in the Plan?

All Eligible Employees will automatically become Plan participants on the first day of the next month after their dates of hire. However, Eligible Employees who were employees of Helias Catholic High School on June 30, 2012 became participants on July 1, 2012.

9. When does my participation in the Plan end?

Your participation in the Plan will generally end when your employment is terminated.

CONTRIBUTIONS

10. What contributions does the Plan provide for?

The Plan provides for *Employee Contributions, Catch-Up Contributions, Employer Contributions, Matching Contributions,* and *Rollover Contributions.*

11. What are Employee Contributions?

Employee Contributions are salary deferrals made by Plan participants. When you begin participation in the Plan, your Employer will automatically defer 2% of your compensation to the Plan. This amount is the "Automatic Deferral Amount."

If you want to defer a different percentage of your pay or if you do not want to defer any of your pay, you must make a contrary election on the Salary Reduction Agreement provided by your Employer. You may elect to defer any whole percentage or any whole dollar amount (including 0% or $0.00) of your compensation per payroll period, up to the maximum amount permitted by law. Your contributions will be made through payroll deductions.

The maximum amount that a participant can contribute to 403(b) plans is limited by federal law. The limitation is described in Question and Answer 13.

To the extent permitted by law, the pay you elect to contribute to the Plan is not taxed during the year you make the contributions. Instead, federal income taxes on the pay you contribute to the Plan will be deferred until the year in which the Plan makes distributions derived from those contributions.

Special rules apply to participants who are returning from a period of Qualified Military Service. You should contact the Administrator if you think these rules may apply to you.

Your Employee Contributions will be allocated to your Employee Contributions Account.

Example: Carole is hired on April 15. She automatically begins participation on the following May 1. Unless Carole makes an election to the contrary, her Employee Contribution will be equal to 2% of her pay. If Carole does not want to defer the Automatic Deferral Amount (2% of her pay), she may file a new Salary Reduction Agreement with her Employer. Subject to the maximum amounts described below, Carole can choose a different deferral percentage, including 0%.

12. After I enroll, can I stop or change the amount I contribute to the Plan?

Effective as of the first payroll period of any calendar quarter, you may change the amount you contribute by logging into your online account at www.principal.com prior to the first day of that calendar quarter. Your new election will be effective as of the next payroll period.

You may revoke your salary reduction election at any time by logging into your online account at www.principal.com. Your election will be effective as of the next payroll period. You may resume your contributions effective as of the first day of any calendar quarter, as described in the previous paragraph.

13. What is the maximum amount that I may contribute to the Plan?

There are two limits on Employee Contributions under the Plan, which must be complied with on a calendar-year basis. These limits are (1) the Code Section 415(c) limit and (2) the Code Section 402(g) limit.

- The Code Section 415(c) limit is generally equal to the lesser of $54,000 (for 2017*) or 100 percent of your compensation. The limit includes contributions on your behalf to all defined contribution type plans. There is a special alternative limit under this section which may be available to you.
- The Code Section 402(g) limit is $18,000 (for 2017*) unless you qualify for the cap expansion. In order to qualify for the cap expansion, you must have completed 15 years of service with the Diocese. The cap expansion generally increases the $18,000 limit by the least of:
    - $3,000 or
    - $15,000 minus the amount of cap expansion amounts previously used ($15,000 lifetime limit) or
    - $5,000 times years of service with the Diocese, minus elective deferrals to all the Diocese plans.

*The dollar limits under Code Sections 415 and 402(g) are adjusted each year for inflation.

14. Are Employee Contributions taken from any bonus that I receive? Are Employer Contributions or Matching Contributions calculated based on any bonus that I receive?

No, Employee Contributions are not taken from any bonus. Similarly, your pay that is used to calculate Employer Contributions and Matching Contributions does not include any bonus that you may receive.

15. What are Catch-Up Contributions?

All participants who are eligible to make salary deferrals and who have reached age 50 before the close of a calendar year are eligible to make additional employee contributions that exceed the limits described in Question 13. These are called Catch-Up Contributions. For 2017, the maximum catch-up contribution allowed by federal law is $6,000.

Catch-up Contributions are credited to the Employee Contributions Account of the participant who made the contributions.

Example: Susan is age 60 and wants to defer the maximum amount possible in 2017. Susan has not worked for the Diocese long enough to be eligible for the cap expansion *described in Question 13. Susan will be permitted to defer $18,000 plus a catch-up contribution of $6,000, for a total deferral of $24,000 in 2017.*

16. What are Employer Contributions?

Employer Contributions are discretionary contributions made by an Employer. The contributions are "discretionary" because the Diocese may choose *whether* to make an Employer Contribution and the *amount* of that contribution. These contributions, if made, will be a percentage of each participant's compensation (not including any bonus) and will be allocated to the Employer Contributions Accounts of participants who are employed by that Employer.

Example: Susan is eligible to receive an allocation of Employer Contributions. Susan's pay is equal to $2,000 per pay period. If her Employer pays an Employer Contribution of 3% of each participant's pay, each pay period Susan's Individual Account will receive an allocation of $60, or 3% of her pay.

17. What are Matching Contributions?

Matching Contributions are contributions made by an Employer for each participant who makes Employee Contributions that are invested in the investment options offered through the Principal Life Insurance Company. The amount of the Matching Contribution will be equal to 100% of your deferrals that are invested in investment options offered through the Principal Life Insurance Company, up to a maximum of 2% of your pay. Matching Contributions, if any, are allocated to the Matching Contributions Account of each eligible participant.

Important Note: Only Employee Contributions that are invested in investment options offered through the Principal Life Insurance Company will be matched. If you elect to invest your Employee Contributions in a Self-Directed Brokerage Account through a bank or investment broker, you will not receive a Matching Contribution. See Question and Answer 21 for more information about investing your Individual Account.

Example: Eileen has made Employee Contributions equal to 5% of her pay, or $100 per pay period. She has invested her Employee Contributions in an investment option offered through the Principal Life Insurance Company. Her Employer will make a Matching Contribution equal to 100% of her pay deferred, up to a maximum of 2% of her pay. Two percent of Eileen's pay is equal to $40. Each pay period Eileen's Employer will allocate a Matching Contribution of $40 to Eileen's Matching Contributions Account.

Hal has also made Employee Contributions equal to 5% of his pay or $100 per pay period, but he has invested the contributions in a Self-Directed Brokerage Account. He will not receive any matching contributions.

18. What are Rollover Contributions?

A rollover contribution is a transfer of funds at your direction from another retirement plan. You may make a Rollover Contribution to your account under this Plan from any other 403(b) plan which permits such transfers, from the qualified retirement plan of your previous employer, and from certain retirement plans maintained by a state or subdivision of a state. This Plan will not accept a direct rollover of after-tax employee contributions.

You should contact the TPA *before* attempting to make a Rollover Contribution.

INDIVIDUAL ACCOUNTS

19. Will I have a separate account under the Plan?

Each participant in the Plan has a separate account called an Individual Account. Your Individual Account will include some or all of the following sub-accounts: Employee Contributions Account, Employer Contributions Account, Matching Contributions Account, and/or Rollover Contributions Account.

20. What is vesting? When will my Individual Account vest?

Vesting is the creation of a nonforfeitable interest in your Individual Account.

If you were a Participant in the Plan on December 31, 2007, your entire Individual Account is always 100% vested.

If you first became a participant in the Plan on or after January 1, 2008, your Employee Contributions Account and your Rollover Contributions Account are always 100% vested. If your employment ends after your Normal Retirement Date (the first day of the month coinciding with or following your 65th birthday) or on account of your disability or death, your entire Individual Account will be 100% vested.

If your participation in the Plan ends for any other reason, the vested percentage of your Employer Contributions Account and your Matching Contributions Account, if any, will be determined under the following vesting schedule:

Years of Vesting Service	Vested Percentage	Nonvested Percentage
Less than 2	0%	100%
2	20%	80%
3	40%	60%
4	60%	40%
5	80%	20%
6 or more	100%	0%

A Year of Vesting Service is a period of 12 consecutive whole months of employment beginning on the first day of the month following your date of hire and each anniversary thereof during all of which you are eligible to receive an Employer Contribution or a Matching Contribution.

Example: Mr. Crosby begins to work for the Diocese on January 1, 2012. He quits his job on December 31, 2015, when he is credited with four years of vesting service. Mr. Crosby's Employee Contributions Account is 100% vested and he will forfeit none of that account. His Employer Contributions Account and Matching Contribution Account contain a total of $4,000. Since Mr. Crosby has only four years of vesting service, his vested percentage is 60%. He will forfeit 40% of his Employer Contributions Account and Matching Contributions Account, or $1,600.

21. How will my Individual Account be invested?

The Administrator has approved investment options for the Plan. The investment options are offered through the Principal Life Insurance Company. You will have the right to direct the investment of your Individual Account in any one or more of the investment options offered through the Principal Life Insurance Company or through a Self-Directed Brokerage Account (as described in Question and Answer 22), subject to certain restrictions described below.

- Your Employer Contributions Account and Matching Contributions Account must be invested in an investment option offered through the Principal Life Insurance Company and you may not transfer these amounts to any investment held under a Self-Directed Brokerage Account.
- Your Employee Contributions Account and Rollover Contributions Account may be invested in one or more of the investment options offered through the Principal Life Insurance Company or in a Self-Directed Brokerage Account.
- If your Employee Contributions for a Plan Year are invested in a Self-Directed Brokerage Account, you will not receive a Matching Contribution based on those contributions.
- No amount that is invested in an investment option offered through the Principal Life Insurance Company can be transferred to a Self-Directed Brokerage Account, and no amount that is invested in a Self-Directed Brokerage Account can be transferred to an investment option offered through the Principal Life Insurance Company.

Subject to the above restrictions, you can reallocate any funds that you have already invested. You can also change the investment of future contributions.

You will receive a complete description of your investment options. You may request information about the investments at any time by contacting:

Principal Financial Group
Customer Contact Center
1-800-547-7754
www.principal.com

The available investment options may be changed in the future.

The value of your Individual Account will vary with the success of your investments. Even though we think and speak of dollar amounts in explaining how the Plan works, it is important for you to know that the dollar amounts to which you will become entitled depend upon many factors, including the success of your investment choices and the length of your service with the Diocese. This summary plan description more fully describes benefits at later sections.

22. What is a Self-Directed Brokerage Account?

In addition to, or instead of, investing your Employee Contributions Account and Rollover Contributions Account in one or more investment options offered through the Principal Life Insurance Company, you may invest your Individual Account in investment options that are offered through a company other than the Principal Life Insurance Company. This type of investment is known as a Self-Directed Brokerage Account, and it is subject to the restrictions described in the previous question and answer.

23. How are income, gains and losses allocated to my Individual Account?

Your share in gains and losses, income and expenses of each of your investment options will be allocated to your Individual Account.

24. Can I borrow money from my Individual Account?

Subject to limitations found in the Plan, you can borrow your Employee Contributions and Rollover Contributions Account for any purpose. You will be required to repay your loan within 60 months (or 120 months if your loan is used to acquire a dwelling unit that within a reasonable time will be your principal residence) If you are interested in taking a loan from your Individual Account, you should contact the TPA.

BENEFITS

25. What is the amount of my benefit?

Your benefit under the Plan is the value of the vested portion of your Individual Account balance on the date your benefit is paid to you. The amount of your benefit will be a function of your length of service, the amount of contributions on your behalf, and the success of the investments you have chosen.

26. How and when will my benefit be paid?

If you so elect, your benefit will be paid after you have terminated your employment for any reason (including termination, retirement, disability or death). You may elect that all or any portion of your benefit be paid in a single sum or in any form permitted under the investment options which you have chosen.

If you have elected to receive a distribution, your benefit will be paid to you as soon as practicable after 30 days following your termination.

Federal law requires that your distribution must begin no later than April 1 of the calendar year following the later of the year in which you retire or the year in which you reach age 70½.

27. Can I withdraw money from my Individual Account if I have a financial hardship?

You may withdraw your Employee Contributions (but not the income on your Employee Contributions) if you have one of the following financial hardships:

- Expenses necessary to obtain medical care incurred by you, your spouse, your dependents or your beneficiary.
- Purchase of a principal residence for you, excluding mortgage payments.
- Payment of tuition, related educational fees, and room and board expenses for the next 12 months of post-secondary education for you, your spouse, your dependents, or your beneficiary.
- Payments necessary to prevent the eviction from your principal residence or foreclosure on your principal residence.
- Payments for burial or funeral expenses for your deceased parent, spouse, dependents or beneficiary.
- Expenses for the repair of damage to your principal residence that would qualify for the casualty deduction under Internal Revenue Code 165.

Certain restrictions apply to hardship withdrawals. You should see the Administrator if you need to take a hardship withdrawal.

28. Can I withdraw my Individual Account before I terminate employment? If I terminate my employment and am rehired, can I withdraw my Individual Account?

You can withdraw all or any portion of your Individual Account for any reason when you have reached age 59 ½.

29. What happens if I die before receiving my benefit?

If you die before receiving your benefit, your Individual Account will be distributed to your spouse unless you have designated a different beneficiary. If payment is made to your spouse, your spouse may elect any form of benefit that would have been available to you if you had lived.

30. What happens if I have a small benefit?

If your benefit (including any Rollover Contributions) equals $1,000 or less when your employment terminates, your benefit will be paid to you in a single sum without your election or consent as soon as possible following your termination of employment.

31. What is a qualified domestic relations order?

A domestic relations order is a special type of court order issued in a domestic relations proceeding. It directs payment of a portion of a participant's benefit to a spouse, former spouse or other dependent of the participant. The spouse, former spouse or other dependent is called the "alternate payee."

Not all court orders issued in domestic relations proceedings are *qualified* domestic relations orders. To be a *qualified* domestic relations order, the domestic relations order must meet certain criteria established under the Plan. The TPA has established the Plan's criteria and procedures relating to qualified domestic relations orders. Using these criteria and procedures, the TPA will determine whether a court order is a qualified domestic relations order.

One important requirement for a qualified domestic relations order is that it cannot require payment in any form or at any time other than the forms and times provided in the Plan. The Plan contains a special rule regarding distributions to alternate payees under qualified domestic relations orders. If the order so provides, the alternate payee may receive a distribution on or after the date on which the participant attains "earliest retirement age" even though the participant's employment hasn't actually terminated.

"Earliest retirement age" means the earlier of:

- the date on which the participant is entitled to a distribution from the Plan or
- the later of the participant's 50th birthday or the participant's termination of employment.

Alternatively, if the order so provides, the alternate payee's benefit may be paid in a single sum in cash as soon as practicable after the TPA determines that the order is a qualified domestic relations order.

The TPA must comply with a qualified domestic relations order, even though under other circumstances a benefit provided by the Plan would not be subject to voluntary or involuntary sale, alienation or encumbrance of any kind before the participant received it.

32. Will federal income tax withholding apply to my distribution?

If you receive your benefit in the form of a single sum or a series of payments over a period of less than 10 years, your distribution is an eligible rollover distribution. If you do not roll an eligible rollover distribution directly over into another retirement plan or individual retirement arrangement (IRA), federal income tax will be automatically withheld from the distribution. If you receive your distribution in the form of an payments over a period of 10 years or longer, your distribution is not an eligible rollover distribution and federal income tax will not automatically be withheld from the distribution. The TPA will provide additional information at the time the distribution is processed.

OTHER INFORMATION

33. What should I do if my name or address or marital status changes or my beneficiary's name or address changes?

You are required to keep the Administrator advised of your address and marital status at all times. If your name or address changes or your beneficiary's name or address changes, you should notify the Administrator as soon as possible. Additionally, you should notify the Administrator of any changes in your marital status.

34. What are some circumstances that may affect my interest in the Plan?

There are some circumstances you should know about that could affect the Plan or your interest in the Plan.

- The existence of the Plan does not give you the right to remain employed by your Employer or the right to receive any benefits other than those expressly provided for in the Plan.
- Your interest in the Plan cannot be assigned and is not subject to the claims of creditors, except as required by law. You cannot use your Individual Account as collateral for any loan other than a loan from the Plan.
- Because the Plan is not a defined benefit pension plan, your benefit under the Plan is not guaranteed by the Pension Benefit Guaranty Corporation.
- Because the Plan is a “church plan,” as defined in the Internal Revenue Code, the Plan is not subject to the requirements of the Employee Retirement Income Security Act of 1974, as amended.

35. Can the Plan be amended or terminated?

The Diocese has the right to amend, modify or terminate the Plan at any time.

36. What is the procedure for filing a claim under the Plan?

All claims for benefits and requests for review of claim denials should be submitted directly to the Principal Life Insurance Company or to the custodian of your Self-Directed Brokerage Account. That entity will provide you with the appropriate claim forms. Your written claim form sets forth your election as to the time and form of payment of your benefit and other information necessary to determine and pay your benefit.

37. How may I obtain further information?

If you have questions or require forms or other information concerning the Plan, you should contact:

Gala Wolfmeier
Benefits Coordinator
Catholic Diocese of Jefferson City
(573) 635-9127

IDENTIFYING INFORMATION

NAME OF PLAN	Catholic Diocese of Jefferson City, Missouri Tax-Deferred Retirement Plan (Amended and Restated as of July 1, 2017)
TYPE OF PLAN	403(b) Tax-Sheltered Retirement Plan
EFFECTIVE DATE OF RESTATEMENT	July 1, 2017
PLAN SPONSOR	Catholic Diocese of Jefferson City, Missouri 2207 W Main St Jefferson City, MO 65109-0914 (573) 635-9127
ADMINISTRATOR	The Retirement Committee of the Roman Catholic Diocese of Jefferson City, Missouri c/o Catholic Diocese of Jefferson City, Missouri 2207 W Main St Jefferson City, MO 65109-0914 (573) 635-9127
THIRD-PARTY ADMINISTRATOR	Principal Financial Group Customer Contact Center 1-800-547-7754 www.principal.com

AGENT FOR SERVICE OF LEGAL PROCESS:
Legal process may be made upon the Administrator