

403b Electronic Enrollment Packet Contents

This pdf contains the 403(b) enrollment documents listed below. (Note, if you select the bookmark feature on the pdf, you can jump to each document as needed.)

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2. 403(b) Enrollment Form
3. How to Register with Fidelity instruction sheet
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10. 403(b) Summary Plan Description (SPD)



Take Charge of Your Financial Future

Dear Employee:

Congratulations! You are now eligible to participate in the Christian Brothers Retirement Savings 403(b) Plan, a convenient and effective way to save for your retirement. When you enroll in the Plan, you pay yourself first through convenient payroll deductions, defer paying taxes until you withdraw money, and take full advantage of the power of compounding.

The enclosed kit provides information about the Plan's investment options and describes how to develop and maintain an investment strategy.

What You Need to Do

Enrolling in the Plan is easy:

1. Read the Plan Highlights to learn more about the Plan and the investment paths it offers.
2. Fill out the Enrollment form with the percentage of your pay you want to contribute. Return your completed form to your employer.

Name Your Beneficiaries: This can be done online at www.netbenefits.com or by calling Fidelity to request a form to complete and return to Fidelity. See the Fidelity Beneficiary Flyer - Take Care of Your Loved Ones Today!

Investments: Your investment election will automatically be set for you. If you are under age 65, this investment election is the Fidelity Freedom® Index Fund Institutional Premium Class, which is the index fund nearest your 65th birthday. If you are already age 65 or older, this investment election is the Fidelity Freedom Index Income Fund Institutional Premium Class. You may change this election at any time by contacting Fidelity.

For More Information

If you have questions about the Plan, please refer to the Summary Plan Description, included in this kit, or call Christian Brothers Retirement Planning Services at 1.800.807.0700.

To learn more about your investment options, visit www.netbenefits.com or call the Fidelity Retirement Service Center at 1.800.343.0860.

Sincerely,

Christian Brothers Retirement Planning Services

How to register for access to your account on Fidelity NetBenefits® at www.netbenefits.com.

If you have previously registered with Fidelity.com, NetBenefits®, or eWorkplace®, you do not need to register again. Use your existing username and password to access your new account.

If you have not yet registered, use the instructions below to help you set up your workplace savings account on NetBenefits.

New user registration

During the new user registration process, you may be asked to take an additional security step to help us authenticate your account.

1 Verify your identity

Enter information in the following required fields:

- Your first and last name
- Your date of birth
- Last four digits of your Social Security number

Select the **Continue** button.

1 Verify your identity

Before you setup online access, let's confirm some basic information about your account.

Name

First Last

Date of birth

Month Day Year

Last 4 digits of SSN

2 Provide your contact information

Enter information in the following required fields:

- Personal email
- Phone type
- Phone number
- Read our electronic disclosure

Select the **Continue** button.

2 Required contact information

Help protect your account. Accurate contact information is how we alert you - and help stop - fraudulent activity.

Contact preferences can be changed on your Profile Page after registration.

Alternatively, you may enroll in your plan or access your existing account by calling a customer service representative.

Personal email

Phone type

Phone number

Electronic disclosure

By clicking "Continue" you consent to receive communications electronically, including transaction alerts, required disclosures and educational materials. If you prefer print, or to update your communications preferences, please update your Profile Page after you register.

Important disclosure

By clicking "Continue", you provide your consent to receive electronic communications including transaction alerts, required disclosures and educational materials. This consent is effective until you change your electronic delivery



3 Set up your username

We require that you create a **unique username**.

- Use 8–15 characters, including at least two letters.

You may **not** use:

- Special characters or symbols
- Sequences (e.g., 12345 or 11111)
- Personal info (SSN, phone #, DOB)

4 Create a password

Your password protects your account from unauthorized users.

- Use 6–20 characters.
- Use at least one number .
- Letters are case sensitive

You may **not** use:

- Special characters except for "#&*<>{}'[]"
- Sequences (e.g., 12345 or 11111)
- Personal info (SSN, phone #, DOB)
- A password you've used before

After confirming your password, select **Continue** .

5 New user registration confirmed

You have successfully registered. If you have other accounts through Fidelity.com, NetBenefits, or eWorkplace, your new login information applies to these accounts, as well as to accessing your account by phone.

The screenshot shows a registration form titled "Register now". It has two main sections: "Create a username" and "Create a password".

3 Create a username

Username: [input field]

- ✗ Use 8 to 15 letters and/or numbers
- ✓ If your username is between 9 and 11 characters in length, it must contain at least two letters
- ✓ No symbols, punctuation marks, or spaces (e.g., #,@,/,*,-)
- ✓ No sequences (e.g. 12345 or 111)

[See more guidelines](#)

4 Create a password

Password: [input field]

Password strength: **Weak**
Letters are case-sensitive.

- ✗ Special characters except for #&*<>{}'[]
- ✗ At least one number
- ✗ 6 -20 characters
- ✗ Upper and lower case letters
- ✓ No sequences (e.g. 12345 or 111)

[See more guidelines](#)

Re-type new password: [input field]

Buttons: Cancel, Continue

For illustrative purposes only.

The screenshot shows a confirmation screen titled "You have successfully registered".

Your new username is: **testuser250**

Continue

Fidelity uses the contact information you provide to send you important communications about your benefits, as well as timely service-related and legal notifications, including messages about educational and new service offerings.

Please be assured that this information is used only to communicate with you regarding your benefits with Fidelity and will not be shared with any other parties. Fidelity Investments has always been committed to maintaining the confidentiality, integrity, and security of personal information entrusted to us by current and prospective customers.

6 Begin using NetBenefits

After you log in with your new account username and password, and update your email address, email preferences, and mobile phone number, you can:

- Check your account balances
- Make changes to your investments
- Designate your beneficiaries
- Visit the Planning & Guidance Center and set up important financial goals, such as saving for retirement, college, and other personal goals (e.g., buying a home)
- Access educational resources in the NetBenefits Library to improve your financial know-how on a wide range of topics (Social Security, loans, budgeting, etc.)

7 Select a security question

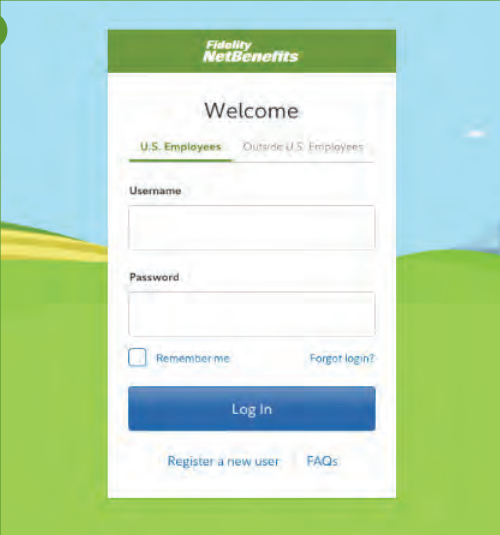
Once you log in, you will be prompted to set a security question in case you ever forget your password.

You can reset it after Fidelity verifies your identity using your new or updated security question and answer.

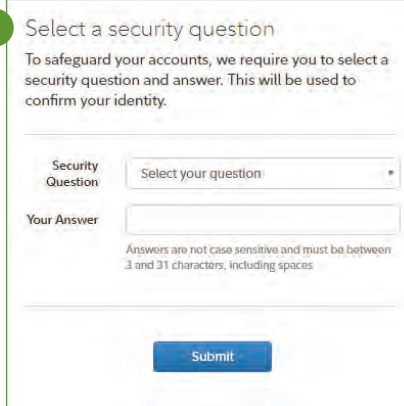
Pick a security question you can easily answer and enter your answer.

- Answers must be between 3 and 31 characters
- Answers are not case sensitive

Select **Submit**.



For illustrative purposes only.



**Need help setting up your account?
Call Fidelity at 800-343-0860**

Take care of your loved ones today!

Please take a few moments to name or update your beneficiaries to ensure your benefits will be distributed according to your wishes.

Designate your beneficiary(ies) in just three easy steps.

1. Scan the QR code below or go to Fidelity NetBenefits® at www.netbenefits.com
2. Click *Profile*
3. Select *Beneficiaries* and follow the online instructions



Hover your phone's
camera over the code.
NO APP NEEDED!

Once you have completed your beneficiary designations, you will be able to view them on NetBenefits®. Please review your choices regularly and update them after life events, such as a marriage, divorce, birth of a child, or a death in the family.

If you need to set up a username and password for your NetBenefits account, visit www.netbenefits.com, click "**Register as a new user**" and follow the instructions.

If you have questions, please call 800-343-0860 to speak with a Fidelity representative.

Fidelity Investments Institutional Operations Company LLC, 245 Summer Street, Boston, MA 02210

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Christian Brothers Retirement Savings Plan Highlights

Welcome to the Christian Brothers Retirement Savings Plan (the Plan)! It's easy to get caught up in the present, but it's also important to look ahead. Start investing in your future with help from the Plan and Fidelity.

Enroll Now!

If you haven't enrolled in the Plan, complete the enclosed Enrollment form and return it to your employer.

Accessing your account



Access your Plan account online at www.netbenefits.com. Download the NetBenefits® app to access your account on your mobile device. The NetBenefits app is available in Spanish—just update your language preferences in the app.



Fidelity is here to help! If you have questions, call **800-343-0860** Monday through Friday, 8:30 a.m. to midnight Eastern time (excluding most holidays).

Para español, llame al 800-587-5282.

For CBS Retirement Representative support call 800-807-0700.

Key Features of Your Christian Brothers Retirement Savings Plan

<p>Eligibility</p>	<p>All employees are eligible to participant in the Plan except:</p> <ul style="list-style-type: none"> • Employees who work less than the minimum hours per week required by their employer for Plan eligibility. • Employees who are represented by a bargaining unit that prohibits their participation. • Employees who participate in another employer-sponsored plan through this employer that allows pre-tax contributions. • Students who are enrolled in and regularly attend classes, if their institution is a school. • Academic employees scheduled to work less than the required teaching load as determined by their employer. • Employees who have not satisfied their employers probationary period, if any.
<p>Your Contributions</p>	<p>Employee deferral elections are made and changed through your employer.</p> <p>You can contribute up to 100% of your eligible pay as pre-tax contributions up to the annual IRS dollar limits. Annual plan contribution limits, including catch-up contribution limits, are available at www.irs.gov.</p> <p>If you have reached age 50 or will reach 50 during the calendar year and are making the maximum plan or IRS pre-tax contribution, you may make an additional "catch-up" contribution each pay period.</p> <p>You may also be able to make Roth contributions. Contact your employer to determine if they have elected to include the Roth option.</p> <p>If you participated in another employer's plan this year, be sure to monitor your contributions between both plans to ensure you do not exceed the annual limit.</p>

Key Features of Your Christian Brothers Retirement Savings Plan

Employer Contributions	Contact your employer to determine if you are eligible for matching contributions or if your employer makes other contributions to the Plan on your behalf.
Vesting	You are always 100% vested in your own contributions to your Plan account, as well as any earnings on these contributions. Contact your employer regarding vesting information for any employer contributions.
Online Beneficiary Designation	It's important to designate a beneficiary for your Plan account. Log on to NetBenefits at www.netbenefits.com to designate your beneficiary online. You can also contact Fidelity for a form to complete and return to Fidelity.
Investments	The Plan offers you a range of options to help you meet your investment goals. You can select a mix of investment options that best suits your goals, time horizon, and risk tolerance. Descriptions of the Plan's investment options and their performance are available online at www.netbenefits.com .
Loans	Contact your employer to determine if loans are allowed.
Withdrawals	Withdrawals from the Plan are generally permitted when you attain age 59½, terminate your employment, retire, become permanently disabled, or have severe financial hardship as defined by the Plan. Refer to the Summary Plan Description or call Fidelity for more details.
Rollovers	You are permitted to roll over eligible pretax or Roth contributions from another 401(k), 403(b), or governmental 457(b) retirement plan account, or eligible pre-tax contributions from conduit or non-conduit individual retirement accounts (IRAs). Be sure to consider all your available options and the applicable fees and features of each before moving your retirement assets.
Fidelity® Personalized Planning & Advice*	Take the time and stress out of managing your own investments with access to a team of professionals that will help you create a plan and stay on track to retirement. Fidelity® Personalized Planning & Advice provides active retirement account management. This means that Fidelity's team of investment professionals invest, monitor, and rebalance your account as needed to adjust to changes in the market, or changes to your situation. This service provides advisory services for a fee, which will be paid from your account.
One-on-one consultations	Fidelity Retirement Planners are licensed professionals and can help with asset allocation, retirement planning and other questions you have about the Plan. Call 800-642-7131 weekdays from 8 a.m. to 9 p.m. ET to speak with a consultant or schedule a complimentary appointment. There is no fee for this service.

Before investing, consider the investment objectives, risks, charges, and expenses. Contact Fidelity for a mutual fund prospectus or, if available, a summary prospectus containing this information. Read it carefully.

Investing involves risk, including risk of loss.

This document provides only a summary of the main features of the Christian Brothers Retirement Savings Plan, and the Plan Document will govern in the event of discrepancies.

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10 Things You Get From Fidelity That You Might Not Know About

Fidelity Investments and Christian Brothers Services work together to give you much more help with your finances than you might realize. Here are 10 things people are often surprised to learn they get from Fidelity at no additional cost:

1. **[Complimentary Consultations](#)** – Meet with a Fidelity Retirement Planner over the phone to help you with your retirement planning. It's part of your overall benefits package from Christian Brothers. Call **800-642-7131** weekdays from 8 a.m. to 9 p.m. ET.
2. **[Planning & Guidance Center](#)** – Prefer to plan on your own? By answering just a few questions, you'll be able to estimate how much income you may have in retirement, receive next steps to consider to help you get on track, and build your retirement plan in minutes. [Click here](#) to start.
3. **[Free Web Workshops Every Day](#)** – That's right! Every business day, Fidelity offers **live** and **on-demand** web workshops on a wide array of financial topics. [Click here](#) and select *Workshops* to see what topics are coming up and to register.
4. **[Webcast Hub](#)** – Important financial questions are explored in an approachable talk show format. Learn about topics, such as: Saving for College in Three Simple Steps, Keeping your Personal Information Safe, Getting More Out of Social Security and much more! [Click here](#) to access the Webcast Hub.
5. **[Get Your Financial Wellness Score](#)** – [Click here](#) to take the Money Checkup to find out how you're doing financially, and where to improve. It's easy and only takes a few minutes.
6. **[Student Debt Tool](#)** – Have you ever wondered if there's a better way to pay off your student loans? [Click here](#) to use Fidelity's Student Debt Tool.[^]
7. **[Full View](#)**[®] - Track and manage your financial life – including investments, retirement and bank accounts, loans, mortgages and credit cards – all in one place on Fidelity NetBenefits[®]. [Click here](#) to learn more.
8. **[NetBenefits Mobile App](#)** – Monitor your Fidelity workplace account balances, review and change investments, get your personal rate of return and Fidelity Retirement ScoreSM, and compare your account performance with your peers in your age group and area.

9. [FidSafe®](#) – It's the safe, easy, no-cost way to store, access and share digital copies of your family's most important documents. [Click here](#) to learn more.
10. [Fidelity Customer Protection Guarantee](#) - Fidelity will reimburse you for losses from unauthorized activity in covered accounts occurring through no fault of your own. [Click here](#) to learn more.

Investing involves risk, including risk of loss.

IMPORTANT: The projections or other information generated by the Planning & Guidance Center's Retirement Analysis regarding the likelihood of various investment outcomes are hypothetical in nature, do not reflect actual investment results, and are not guarantees of future results. Your results may vary with each use and over time.

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System availability and response times may vary.



Call Fidelity to talk about how much I should be contributing to retirement.

1 call Fidelity today at 1-800-642-7131.

2 set up a complimentary phone appointment with a Retirement Planner.

3 discuss a variety of financial topics.

Saving and planning for your retirement may feel like something you can put off until later. Whether you feel like it's a long way off or not a top priority, we understand. It is important to us that you are aware of the resources available to help you with your finances starting now, and in the future when retirement is in sight.

We want you to know we feel it's essential that you personally save for your retirement, even if it's a small amount for now.

4 Help is available

Did you know Fidelity Investments offers complimentary confidential consultations on a variety of financial topics? Your conversations and any information shared are kept confidential.


Why not get the conversation started? Reach out to Fidelity directly for a phone appointment with a Retirement Planner at a time that is convenient for you. Meetings can last 10 minutes or an hour – whatever agrees with your schedule and financial needs. We encourage you to include your spouse, family member, or loved one in the conversation.

Call Fidelity today at **1-800-642-7131**. Phone appointments are available Monday through Friday, from 8:00 am to 9:00 pm Eastern time.

NetBenefits® Mobile App



Access all your Fidelity® workplace accounts—anytime, anywhere.*

 **ALERTS**
Get messages about timely actions to take within your account.



Review account balances, investments, your personal rate of return, next steps, and more.



Change investments, update your profile or beneficiaries, send paperwork, and more.



See how much you may need in retirement and get your Fidelity Retirement ScoreSM.



Access articles, videos, podcasts, and interactive tools.



Fidelity.com/go/NetBenefitsapp



Download the NetBenefits® app today for an Apple or Android.



**System availability and response times may vary.*

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Personalized Planning & Advice

Get a personalized investment strategy that can take into account your unique financial situation

Fidelity® Personalized Planning & Advice is a professionally managed account service built around your personal situation. We'll develop a personalized investment strategy designed to help you manage your retirement goal.

How it works

As you work toward your retirement, we'll help you create a plan, manage your assets, and support you as your life and financial situation evolve.



It all starts with our team

We'll keep your investment strategy aligned to your goals to help you stay on track for retirement.



A team of licensed representatives

Our licensed phone representatives can work with you as you develop your retirement plan and help you keep your Personal Profile up to date.



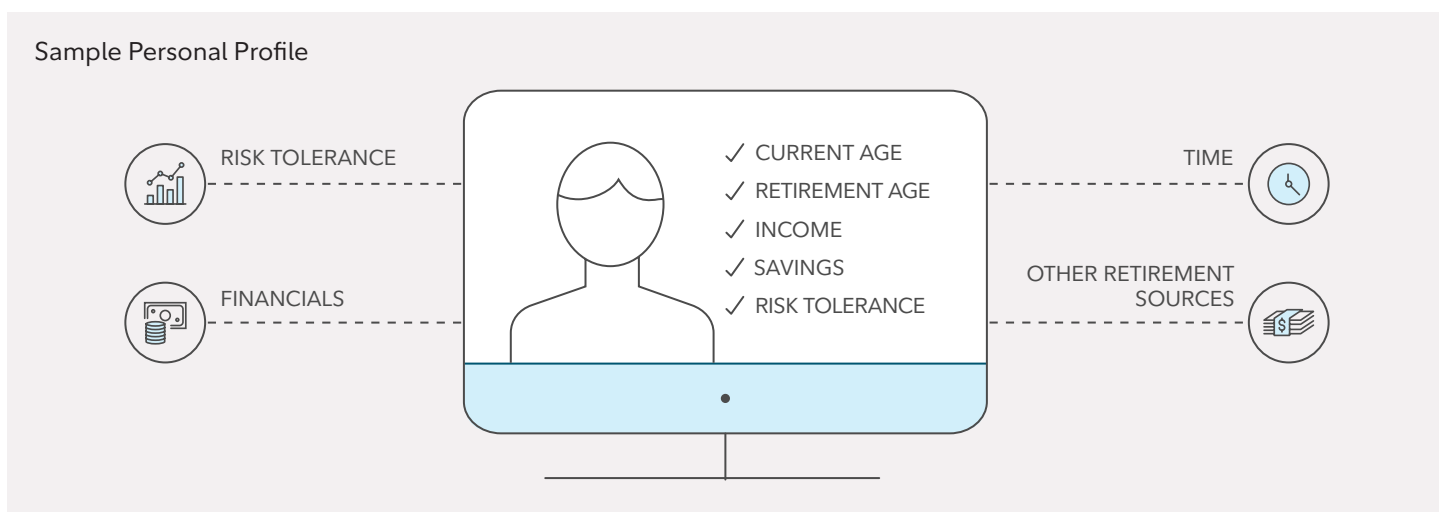
An experienced team of investment professionals

Our investment professionals manage your assets, ensuring your strategy aligns with your unique financial situation and comfort level with market risk.

Plan

We know that you're not only saving for retirement. With Personalized Planning & Advice, we'll develop an investment strategy based on your personal situation and can take into account your overall financial picture. We'll do the following:

- Learn about you (and your spouse or partner, if applicable) through **your Personal Profile**
- Look at the **factors** that are important to you, such as:
 - Your overall financial picture, including non-Fidelity retirement sources
 - Your comfort level with risk
 - How much you've saved
 - How long your money will need to last



Based on your unique needs, we'll create a personalized investment strategy that's designed to help you manage your retirement needs. With ongoing management of your investments, Fidelity will support you as your life and financial situation evolve.



Manage

Your Personal Profile forms the foundation for the investment strategy we develop on your behalf. Using your information, we'll create a personalized portfolio built around you and your retirement needs.

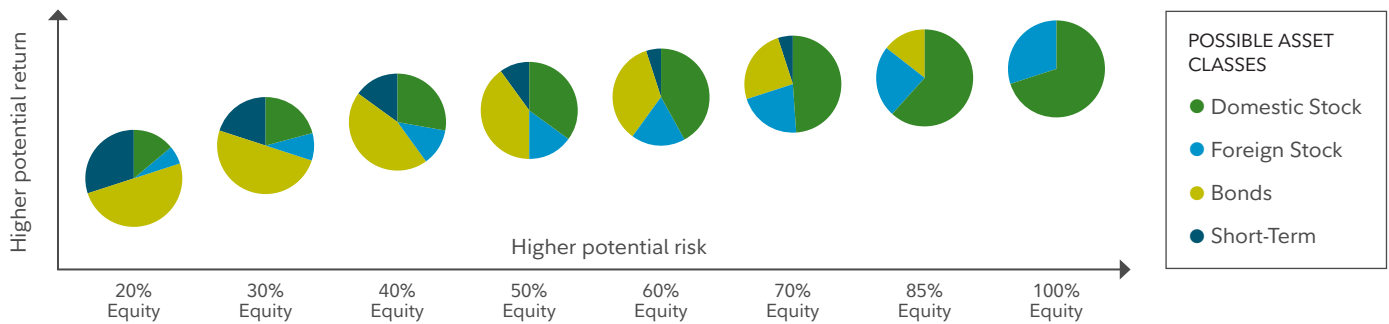
1. We develop model investment portfolios and propose one for you based on your Personal Profile.

Through our extensive research and experience, we develop diversified portfolios according to the fund options available in your workplace savings plan. We look to match your details with the portfolio best suited to your financial situation, your comfort level with risk, and your time horizon.

Your investment strategy

Our priority is to select a long-term asset mix that is right for you based on your Personal Profile. Risk tolerance is an important determinant for how the asset classes may be weighted.

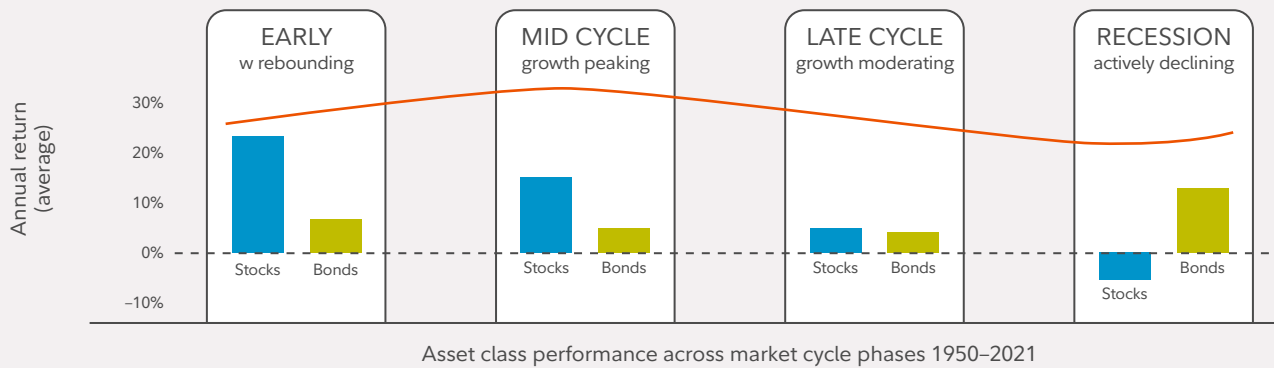
Generally, the more risk assumed, the greater the range of potential return (or loss).



2. We keep an eye on your model portfolio and the markets for you.

We continue to monitor the funds available in your plan, the markets, and the business cycle (which is a fluctuation in economic activity that an economy experiences over a period of time).

Historically, performance for stocks and bonds has been heavily influenced by the market cycle.



Past performance is no guarantee of future results. Asset class total returns are represented by indexes from the following sources: Stocks are based upon the Dow Jones U.S. Total Stock Market Index as provided by Ibbotson, Morningstar Direct. Bonds are represented by the Bloomberg Barclays Aggregate Bond Index since 1976; prior performance is represented by: Fidelity Investments proprietary index composed of investment-grade bonds, Ibbotson Associates, Morningstar Direct, and Bloomberg Barclays, as of December 31, 2021. Source: Fidelity Investments proprietary analysis of historical asset class performance and assignment of historical market cycle periods, which is not indicative of future performance.

3. We will automatically adjust your retirement account investments when necessary.

Our investment professionals will monitor and review your account and, depending on economic factors and performance, rebalance your investment portfolio as needed. Adjustments could include making fund allocation shifts and changing asset class weights based upon changes to your Personal Profile, the performance of the plan's investment options, and our business cycle outlook.

An example of rebalancing at work

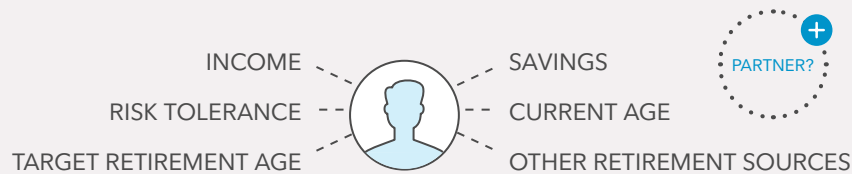


Support

When you're a member of the service, we'll provide you with planning resources:

- Use our exclusive planning dashboard to track your retirement score and income estimates in real time.
- Get online resources and videos so you can see how our investment professionals keep your strategy aligned to your goals as the market changes.
- Each quarter, you'll receive a summary of your progress and key actions to consider in order to improve your retirement readiness.

To keep your investments aligned to your goals, we can help you update your Personal Profile anytime using your exclusive dashboard, and we'll contact you at least once a year if we notice something's missing.



There's no minimum contribution amount or balance to enroll, and Fidelity® Personalized Planning & Advice is provided for a fee. Your fee is calculated as a percentage of the total assets we manage on your behalf and is automatically deducted on a quarterly basis. You can unenroll at any time, and you'll only pay for the period in which you were enrolled. You can find your plan's fee schedule online at [NetBenefits.com/Plan](https://www.fidelity.com/NetBenefits.com/Plan).

Questions? Let's talk.

Call **866-811-6041**. Or visit [NetBenefits.com/Plan](https://www.fidelity.com/NetBenefits.com/Plan) to learn more.



CHRISTIAN
BROTHERS
SERVICES

Plan No. **83339**

CHRISTIAN BROTHERS
RETIREMENT SAVINGS
403(b) PLAN (CBRSP)

SUMMARY PLAN DESCRIPTION

July 2023

***SUMMARY OF THE CHRISTIAN BROTHERS
RETIREMENT SAVINGS 403(b) PLAN***

The following summary highlights briefly describe your Plan. The rest of this booklet explains in greater detail how the Plan works. Capitalized terms used in this summary shall have the meaning given to them in the Plan.

Your 403(b) Plan:

- Lets you save a percentage of pay you choose. Under current government regulations, you reduce your total taxable income by saving under the Plan. That reduces your current taxes. You do not pay taxes on that money until you receive it later as a benefit.
- Provides extra money for you if your employer matches some of your savings contributions; that's extra money for you!
- Guarantees that the money you contribute to your account is 100% vested.
- Allows any earnings on contributions to grow tax-deferred. Under current government regulations, you will not pay taxes on any of those earnings until you receive them as benefits.
- Offers many different investment options from which you may choose.

If you are already making contributions, you are on your way to a more secure future and enjoying savings today. If you have not yet signed up to make contributions, there is still time to start.

ABOUT THIS BOOKLET

This booklet is the Summary Plan Description for your Plan. It explains how your Plan works, when you qualify for benefits, and other information. The Plan Document is much more detailed and it governs your benefits. In the event of any conflict between the Summary Plan Description and the Plan Document, the terms of the Plan Document will govern. Ask your Employer if you have any questions. Part 8 of this booklet lists your Plan Administrator's name and address.

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APPENDIX

PART 1: JOINING THE PLAN

WHEN YOU JOIN

You may join the Plan as an active member on any open enrollment date offered by your employer on which you become an eligible employee.

In general, an eligible employee is any employee who meets the eligibility requirements set forth in his Employer's Adoption Agreement. However, the following individuals are excluded from the Plan.

- an employee who works less than the required minimum number of hours elected by your employer,
- an employee who is represented by a bargaining unit,
- a leased employee,
- a non-resident alien with no U.S. income,
- a seasonal or temporary employee,
- an independent contractor,
- a member of a religious order or diocesan priest who has elected to be excluded.

SIGNING UP

Complete an enrollment form.

To make savings contributions, you must complete a "salary deferral agreement" before the pay period in which you want to start saving. Part 2 tells you more about these contributions.

All of the forms are available from your Employer.

Once your employer enrolls you in the Plan, you need to name a beneficiary. To name your beneficiary, you will need to register with Fidelity at www.netbenefits.com or call **1-800-343-0860**.

When registering, you will need to provide certain demographic data. Once registered, you can name your beneficiary, make investment fund changes, check your balance, change mailing preferences, and use Fidelity's robust, interactive retirement planning and education tools.

CHANGES IN YOUR MEMBERSHIP

You become an inactive member on the date you no longer work for your current Employer.

You stop being a member on the date you are not an employee and your account is zero.

You rejoin the Plan as an active member when you work another hour for a participating Employer and a contribution is made into your account.

PART 2: CONTRIBUTIONS TO THE PLAN

Plan contributions create an account for you. That account holds your money. Contributions share in investment earnings or losses. Under current government regulations, you do not pay taxes on any earnings until later -- when you receive that money.

YOUR SAVINGS CONTRIBUTIONS

When you sign up, you decide how much of your pay you want to save. You sign up by completing a salary deferral agreement (enrollment form). You must complete the salary deferral agreement in writing before the pay period in which these contributions begin. Changes may be made on any date allowed by your employer. You may terminate your salary deferral agreement at any time.

Your pre-tax savings contributions:

- give you an immediate return on your dollars through your Employer's matching contributions, if applicable.
- build income for your retirement years.
- reduce your income taxes, letting you save for the future with dollars you would otherwise pay in current taxes.
- provide investment earnings that are not taxed until you get your benefits.

If you're covered by Social Security, your Social Security tax is based on your income before you save. That means your Social Security benefits stay the same no matter how much you save.

Federal law limits the amount you can save. You can find information about the limits at the end of Part 2.

EMPLOYER MATCHING CONTRIBUTIONS

If your employer has elected to match a percentage of your savings contributions, the matching contributions give you an immediate return on the amount you save. Employer matching contributions become vested according to the vesting schedule chosen by your employer in your Employer's Adoption Agreement.

EMPLOYER DISCRETIONARY CONTRIBUTIONS

Your Employer may also elect to make discretionary contributions. Employer discretionary contributions become vested according to the vesting schedule chosen by your employer in your Employer's Adoption Agreement.

ROLLOVER CONTRIBUTIONS

Transfers of funds from another qualified plan, 401(k), 403(b) or an IRA through a direct rollover to Christian Brothers 403(b) Plan are allowed.

HELPFUL TERMS

Pay is your total taxable compensation, including your savings contributions. Pay does not include any severance pay. Savings contributions are your before-tax contributions. These are also called "elective deferrals."

LIMITS

Current government regulation limits the amount you can save in any tax year. If you are a member of more than one plan and you are over the limit, tell the Plan Administrator by March 1 of the following year so that any excess can be returned to you. If you exceed the limit and do not inform the Plan Administrator by March 1, the excess is taxable to you, but stays in the Plan to be taxed again later when you receive it. If excess savings contributions are paid to you, any matching contributions made because of those savings contributions will be forfeited.

Code Section 402(g) has added a "catch-up" provision for participants over age 50. (See chart below.) This provision will not count against limits on employee before-tax contributions, except, the total contribution cannot exceed 100% of compensation.

Government regulation limits the contributions and benefits under all the plans of an employer. The limits are fairly high, so few people should be affected unless they are covered by more than one plan or they earn over the pay limit in any plan year.

In addition, certain employers may be subject to non-discrimination testing. Employees who earned more than \$135,000 in 2022 are considered highly compensated for the 2023 plan year. *Any person earning \$150,000 or more during the 2023 calendar year will be deemed a highly compensated individual for the 2024 plan year testing.*

Highly compensated employees' contributions to the Plan for these types of employers may be subject to certain limitations under the law [see attached appendix which shows the amount for the current and upcoming year]. The Internal Revenue Code requires that the matching contributions allocated to highly compensated employees generally cannot exceed such contributions allocated to other employees by more than a specified amount. If the matching contribution made on your behalf exceeds this limitation in any year, some or all of the matching contributions allocated to you and other highly compensated employees during the year may need to be distributed. You will be notified if any of these limitations affect you.

Under the Plan, employee pre-tax deferrals are permitted up to the maximum annual deferral limit.

The general rules described above to determine before-tax contributions will suffice in the majority of cases. However, under certain circumstances, other rules may apply. It is strongly recommended that you consult with a qualified tax advisor each year to determine your maximum contributions level.

Neither legal nor tax advice is provided by Christian Brothers Retirement Services or Fidelity

Year	2022	2023	Thereafter
Maximum Contribution	\$20,500	\$22,500	Indexed (Plan Administrator will inform)
Catch-Up Contribution	\$6,500	\$7,500	Indexed (Plan Administrator will inform)

PART 3: YOUR ACCOUNT
OWNERSHIP AND GENERAL INFORMATION

YOUR ACCOUNT

Your contributions and the contributions your Employer may make for you are credited to your account. Your account equals the current value of these contributions. Each quarter, a statement showing your deferrals for the period, any employer contributions, current investment earnings, and the balance in your account at the end of the quarter will be available to you on the Fidelity website or you can call Fidelity and request a hardcopy be mailed to your home.

INVESTING YOUR ACCOUNT

Plan funds, including your account, are invested to provide benefits under the Plan. You can find information about your investment options under Part 4 of this Booklet.

VESTING IN YOUR ACCOUNT

To be vested means you have the right to receive a benefit. You are always 100% vested in the part of your account resulting from your savings contributions and earnings thereon. You will become vested in employer matching and discretionary contributions according to the vesting schedule chosen by your employer in your Employer's Adoption Agreement.

<p style="text-align: center;"><i>PART 4</i> <i>WHAT ARE MY INVESTMENT CHOICES?</i></p>

INVESTMENT CHOICES

Upon enrollment in the Plan, your investment election will automatically be set for you. If you are under age 65, this investment election is the Fidelity Freedom Index Fund nearest your 65th birthday. If you are age 65 or older, this investment election is the Fidelity Freedom Index Income Fund. You may change this election at any time by contacting Fidelity.

CHANGES IN INVESTMENT OPTIONS

Participants in the Plan can change their investment direction on any business day. In order to take advantage of this opportunity, a participant needs to call Fidelity or visit their web site. (See Part 8)

You may elect to change from the default election. Please see attached appendix for current funds offered in the plan.

PART 5
WHEN DOES THE PLAN PAY BENEFITS?

Your vested account will be used to provide benefits. There are several different conditions that make you eligible to receive these benefits.

AT RETIREMENT

- If you are no longer working for your current employer, benefits will commence by the April 1st following the calendar year in which you reach age 73. This is your required minimum distribution (RMD).
- If you continue working for a participating employer after reaching age 73, your benefit will commence on your retirement date.

WITHDRAWALS FROM YOUR ACCOUNT

• **FINANCIAL HARDSHIP**

If you have a financial hardship, you may be able to withdraw all or any part of your vested account resulting from:

- Pre-tax savings contributions (but none of the income earned on such contributions or money that is a match and/or discretionary contribution)
- rollover contributions

Financial hardship means your need is immediate and heavy. Federal rules allow hardship withdrawals for these reasons:

- to pay deductible medical expenses for you, or your spouse, child or dependent.
- to purchase your primary home.
- stop eviction from your primary home, or stop foreclosure on such home.
- to pay tuition for the next 12 months of college for you or your spouse, child, or dependent.
- to pay the funeral expense or burial expense for deceased parent, spouse, child or dependent.
- to pay for the repair of your principal residence to the extent the expenses would qualify for a casualty deduction under IRC Section 165.

You may have a withdrawal for financial hardship only if you have received all other withdrawals or loans available to you under all plans. You may not withdraw more than the amount of your immediate and heavy financial need. Also, the savings contributions you make in your taxable year after the withdrawal cannot be more than the current legal limit less the amount of your savings in the year you received the withdrawal. A 10 percent penalty may apply if taken prior to age 59½.

Hardship withdrawals are subject to ordinary income tax. A 10 percent withholding for income taxes applies at the time of the withdrawal.

- **IN-SERVICE WITHDRAWAL AT AGE 59½**

If you are still working when you reach age 59½, you may withdraw all or any part of your vested account.

- **AT TERMINATION**

If you stop working for your current employer and your vested account has never been more than \$1,000, it is paid to you in a single sum or can be "rolled-over" directly into another qualified plan, 403(b) plan or IRA.

If your vested account is more than \$1,000, you may:

- leave your account in the Plan. It will continue to participate in the Plan investments and provide benefits when you retire or die. However, you will be charged any recordkeeping costs.
- have all or part of your vested account paid to you after you stop working. You may choose from the forms of benefit described in Part 6.
- direct that the funds be "rolled-over" directly into another plan or IRA.

- **AT DEATH**

If you die before benefits start, your vested account will be paid to your beneficiary under one or more of the forms available under the Plan.

- **IF DISABLED**

If you qualify for Social Security Disability Benefits, you can receive the full value of your account.

TAX CONSIDERATIONS

When you or your beneficiary receives a distribution from the Plan, taxes will have to be paid on money that was never taxed. Currently, distributions are subject to ordinary income taxes. By current regulation, 20 percent of your distribution will be withheld at the time of payment for federal income taxes.

A 10% tax penalty applies on any taxable distribution when you receive benefits before age 59½ unless:

- you take your benefits in the form of a life annuity.
- the payment is made after you stop working and you stopped working after age 55.
- you are disabled.
- you died.
- you use the benefits to pay tax deductible medical expenses that you itemized that year.

Each person's tax situation differs. Your financial advisor can help you decide the best way for you to receive benefits.

HELPFUL TAX HINTS INCLUDE:

At any age, you may defer income taxes and avoid penalty taxes payable on distributions by:

- Making a direct rollover of your account balance into an IRA, other qualified retirement plan or 403(b) plan.

If you are age 55 or older, you may also defer income tax and avoid penalty taxes by:

- Purchasing an annuity with a payout period of the lesser of 10 years or the participant's life expectancy.

If you are younger than age 55, you will pay income tax but may avoid a penalty tax by:

- Taking your distribution in periodic installments based on life expectancy for a minimum of five consecutive years.

At any age, no penalty taxes apply for distributions made due to death or disability.

<p style="text-align: center;"><i>PART 6</i> <i>HOW THE PLAN PAYS BENEFITS</i></p>
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You make an important choice when you decide how to receive your benefit. Things to consider include the money you will need every month, any death benefits you want to provide, and your tax situation.

You may choose to have your vested account paid under one or more of the optional forms available under the Plan. Your tax advisor can help you make your choice.

The amount of the payments will depend on the amount of your vested account, your age, the age of your survivor and the optional form chosen.

If your vested account has never been more than \$1,000, it will be paid in a single sum.

OPTIONS TO CHOOSE

The Plan offers the following ways for you to receive your benefit:

- lump sum to the participant
- direct rollover
- substantially equal installment payments over a definite period not longer than your life expectancy or the life expectancy of you and your beneficiary
- non-periodic distributions provided each distribution is \$500 or more

<i>PART 7</i> <i>IMPORTANT INFORMATION FOR YOU</i>

ASSIGNING YOUR BENEFITS

Benefits under the Plan cannot be assigned, transferred, or pledged to someone else. The Plan does make an exception for certain qualified domestic relations orders such as alimony payments or marital property rights to a spouse or former spouse. Please contact Fidelity directly if you are in need of a qualified domestic relations order (QDRO). A fee will apply.

CLAIMING BENEFITS UNDER THE PLAN

You apply for benefits through Fidelity. Your request for benefit payment will be reviewed by the Plan Administrator, and a decision will be made within 90 days. In some cases the decision may be delayed for an additional 90 days. If so, you will be notified in writing.

If you apply for your benefit payment and all or part of it is refused, you will be notified in writing. You will be told (1) why your claim was refused, (2) the specific provisions of the Plan governing the decision, (3) what additional information is needed, if any, and (4) what steps you should take to have your claim reviewed.

You have 60 days after you receive written notice that your claim has been refused to make a written appeal to your plan administrator. You or your representative may also review Plan documents and submit issues and comments in writing.

A decision will be made on your appeal within 60 days. In some cases, the decision may be delayed for an additional 60 days. If so, you will be notified in writing.

You will be notified in writing if your appeal is refused and you will be given exact reasons for the decision.

CHANGING OR STOPPING THE PLAN

The Plan can be changed at any time. Your Employer will notify you of any changes that affect your benefits.

Benefits you have earned as of the date the Plan is changed may not be reduced except as required by law. If the Plan is changed, the Plan Administrator can tell you which benefits and forms of payment are preserved for you.

An earlier version of the Plan may continue to apply in certain situations. For example, members who stop working may have their eligibility for benefits determined under the version in effect when they stopped working. The Plan can be terminated (stopped). If the Plan is terminated, your account will be 100% vested and nonforfeitable. Your account will be held under the Plan, continue to accrue investment earnings and Plan expenses, and be used to provide a benefit when you retire, stop working for your current Employer, or die.

PART 8
WHO SHOULD I CALL IF I HAVE MORE QUESTIONS?

Contact Christian Brothers Services, the Plan Administrator, at 800-807-0700 (Mon-Fri 8:00 AM – 4:30 PM CT)	
TO	
•	obtain general Plan information
•	discuss retirement issues
Contact Your Employer	
TO	
•	stop/start deferrals
•	change name/address information
•	change deferral percentages

Contact Fidelity Retirement Service Center at 800-343-0860 (Mon-Fri 8:30 AM – Midnight ET)	
or www.netbenefits.com	
TO	
•	name or change a beneficiary
•	obtain current net asset values
•	make investment changes
•	obtain current account balances
•	speak with a registered representative
•	get price and yield information
•	request a fund prospectus
•	obtain general investment information
•	request to rollover funds (when you terminate) or for a rollover into your account from a prior plan
•	request hardship distribution
•	request an in-service distribution if at 59½ or older
•	request or inquire about a qualified domestic relations order (QDRO)

This booklet should give you information to help explain your benefits and rights under the Plan. In the case of any conflict or inconsistency between this booklet and the Plan Document, the provisions of the Plan Document will always govern.

Christian Brothers Retirement Savings 403(b) Plan

2024 Appendix

Information that is indexed each year is updated below:

- For employers subject to non-discrimination testing, any person earning \$150,000 or more in 2023 will be deemed a highly compensated individual for the 2024 plan year testing. *Any person earning \$155,000 or more during the 2024 calendar year will be deemed a highly compensated individual for the 2025 plan year testing.*

- 403(b) Plan Contribution Limits:

Year	2023	2024	Thereafter
Maximum Contribution	\$22,500	\$23,000	Indexed (Plan Administrator will inform)
Catch-Up Contribution	\$7,500	\$7,500	Indexed (Plan Administrator will inform)

- A participant may change from his/her default investment election by contacting Fidelity. The funds he/she may reallocate to are listed below:

Tier 1 – Target Date Fund/Balanced Fund Options

- Fidelity Freedom® Index Income Fund Institutional Premium Class
- Fidelity Freedom® Index 2020 – 2065 Funds Institutional Premium Class
- Vanguard Wellington™ Fund Admiral Shares (Balanced Fund)

Tier 2 – Core Funds:

- Fidelity® Investments Money Market Government Portfolio - Institutional Class
- Fidelity® U.S. Bond Index Fund
- Fidelity® Inflation-Protected Bond Index Fund
- Vanguard Windsor™ II Fund Admiral™ Shares
- Fidelity® Total Market Index Fund
- Fidelity® Blue Chip Growth K6 Fund
- Fidelity® Small Cap Index Fund
- Fidelity® Total International Index Fund
- Vanguard International Growth Fund Admiral™ Shares

Tier 3 – Catholic-screened Funds:

- Baird Intermediate Bond Fund Class Institutional
- DFA U.S. Social Core Equity 2 Portfolio
- DFA International Social Core Equity Portfolio Institutional Class Shares
- DFA Emerging Markets Social Core Portfolio