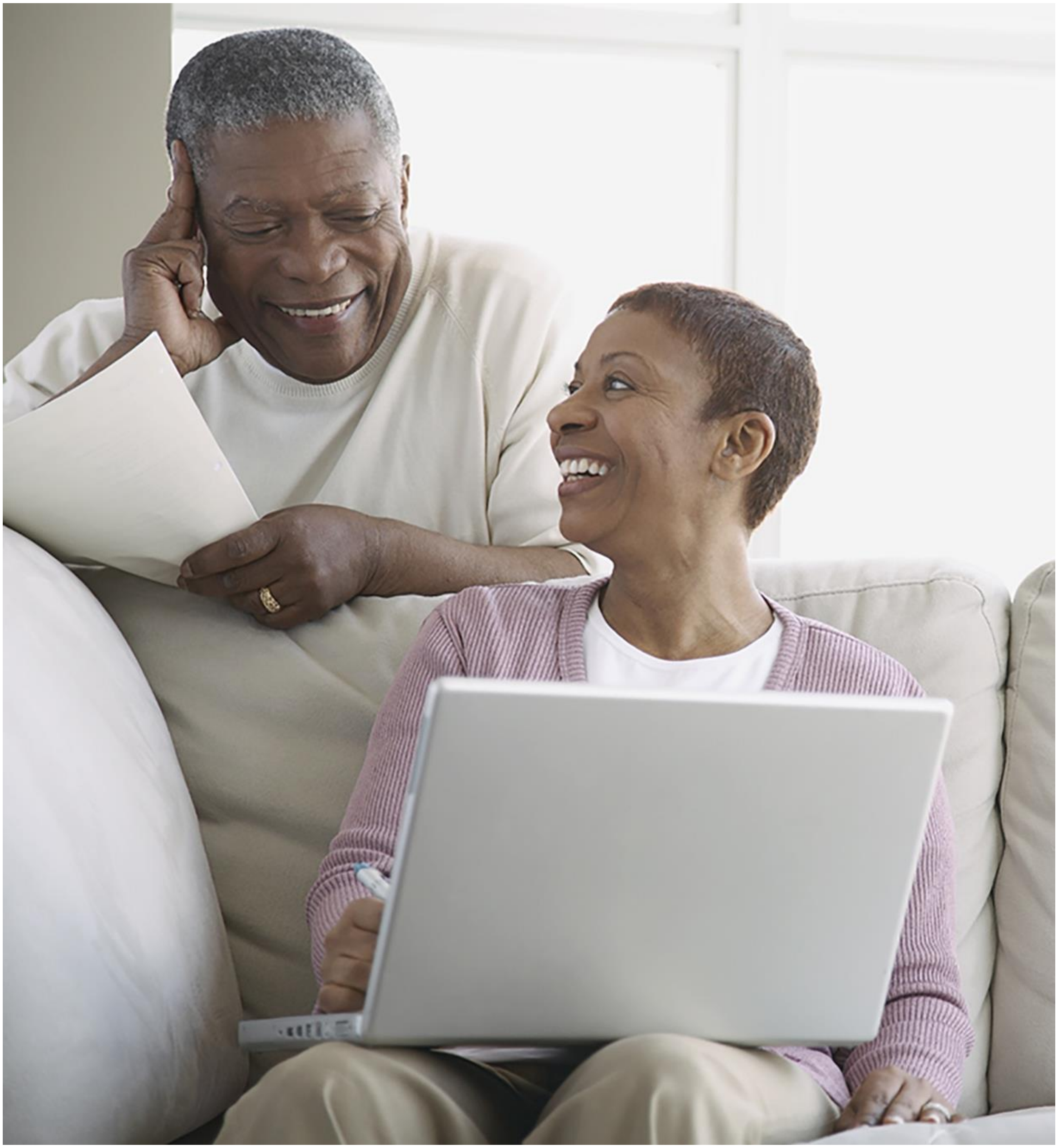
Wespath

BENEFITS | INVESTMENTS



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IMPORTANT INFORMATION

This booklet is a Summary Plan Description (SPD), which provides information regarding the Retirement Plan for General Agencies (RPGA), an Internal Revenue Code (Code) section 403(b)(9) tax-deferred annuity plan.

You will notice that some words used in this SPD begin with capital letters. These words have special meanings and are included in a glossary at the end of this SPD to assist you in better understanding your benefits. Please keep in mind as you read this SPD that it is a summary of RPGA's main features and not a detailed description of all provisions. The complete details of RPGA can be found in the official RPGA plan document, which is available upon request. You can always access the most current version of the SPD on the Wespath Benefits and Investments (Wespath) website: **wespath.org**.

This SPD describes the terms and conditions of RPGA and is based on the plan document effective January 1, 2010 (updated January 1, 2017). Every attempt has been made to summarize accurately these terms and conditions. However, if there are any discrepancies between this SPD and the plan document, the RPGA plan document will govern at all times. The plan document constitutes the legal embodiment of the terms and conditions of RPGA, which is subject to amendment or termination as provided therein.

Nothing contained in this SPD is intended to be nor should be construed as constituting a contract of employment with any Employee or Participant or a contract or other arrangement between Wespath or trustee and any employer, Plan Sponsor, Participant or any other person.

Furthermore, Wespath may, at any time, change the statements made in this SPD. All distributions are subject to rules adopted by Wespath as the plan administrator. Moreover, Wespath has the authority to interpret the plan provisions and the SPD, to develop administrative rules and procedures and to resolve or otherwise decide matters not specifically covered by the terms and conditions of RPGA. There are additional powers and duties of Wespath and the Plan Sponsor; please contact Wespath for more information. You may request an RPGA plan document at any time.

INTRODUCTION

In today's world, benefit plans are commonplace. Such plans, however, are a relatively modern invention. Although there are records of retirement plans going back to colonial times, these plans were few and far between until the American Express Company introduced a pension plan for its employees in 1875. Employer-sponsored welfare benefits plans, such as health plans, were almost nonexistent until Montgomery Ward introduced its Group Health, Life and Accident Insurance Plan in 1910.

Given this historical perspective, The United Methodist Church is justified in claiming a long and proud tradition of providing retirement benefits to those in its service. In 1796, The Methodist Episcopal Church introduced its retirement program, called the Chartered Fund, at a time when any type of benefit plan was quite rare. The United Methodist Church continues this proud tradition today through the wide variety of benefit plans and programs offered to those in its service, including the Retirement Plan for General Agencies (RPGA).

This plan summary ("summary plan document" or SPD) explains the provisions of RPGA, which is designed to provide retirement benefits for eligible Clergy and Lay Employees working for a General Agency sponsoring the plan. Keep in mind that RPGA is only one part of the retirement picture. You also may be eligible for monthly retirement benefits or lump sums from the Clergy Retirement Security Program (CRSP), the United Methodist Personal Investment Plan (UMPIP) and Social Security. Your personal savings and investments and pension benefits from previous employers may add another level of retirement income.

RPGA is an amendment and restatement of the Retirement Security Program for General Agencies (RSP). Benefits under RSP were frozen effective December 31, 2009. If you had a defined contribution balance in RSP, it became your January 1, 2010 beginning balance in RPGA. If you had a defined benefit under RSP that was not already being paid to you, the actuarial equivalent of this benefit was transferred to your RPGA account during the first quarter of 2010. If you were receiving monthly annuity payments from RSP as of December 1, 2009, you will continue to receive such payments as dictated by your original annuity election.

Here is an overview of how RPGA works:

- Your Plan Sponsor makes Contributions to RPGA on your behalf. If you make your own Contributions to UMPIP, your Plan Sponsor may make additional Contributions to RPGA.
- Employees working fewer than 1,000 hours a year, or about 20 hours per week, (Part-Time Employees) are eligible to receive only Matching Contributions. Temporary Employees and independent contractors are not eligible to participate in RPGA.
- RPGA promises you a defined amount of money that is contributed to your Account by your Plan Sponsor for as long as you are an eligible Employee. The benefit distributed to you at Retirement is the accumulated amount of Contributions plus earnings (or minus losses) in your Account.
- You decide how to invest your Defined Contribution Account. RPGA offers a variety of investment fund options, each with lower annual fund operating expenses and a history of competitive returns compared to mutual funds with similar investments. All of the investment funds adhere to Wespath's sustainable investment guidelines, directed by the *Social Principles* of The United Methodist Church as outlined in *The Book of Discipline*.
- RPGA is designed to provide retirement income. RPGA allows you to withdraw from your Account balance upon your Retirement, Termination of Employment if you are a Lay Employee, or Termination of Employment and Termination of Conference Relationship if you are a Clergy Employee or Disability (other than a short-term Disability).
- If you die, your Account is available to your Beneficiary.

As with any retirement plan, there are some limitations and restrictions on participation, Contributions and distributions. To make sound decisions and take full advantage of RPGA's features, you should understand how RPGA works. The best way to start is to read this SPD. Then, if you have questions, contact your Plan Sponsor or Wespath.

PARTICIPATION IN THE PLAN

To participate in RPGA, you must be eligible under the terms of RPGA and the Adoption Agreement between Wespath and your Plan Sponsor.

Who Is Eligible to Participate?

You are eligible to participate in RPGA if you are:

- under episcopal appointment to a Plan Sponsor and receiving eligible Compensation for your services (including local pastors, elders, deacons, provisional members, associate members and ministers of other denominations);
- a Lay Employee working for a Plan Sponsor;
- receiving Disability benefits under a short-term Disability (STD) or long-term Disability (LTD) plan provided by your Plan Sponsor;
- on a paid leave of absence; or
- covered under the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA).

Part-Time Clergy and Lay Employees (generally those scheduled to work fewer than 20 hours per week) are eligible to receive only Matching Contributions to RPGA. However, if such an Employee actually works more than 1,000 hours in a Plan Year, he or she will be retroactively eligible for Non-Matching Contributions for that Plan Year, and the Plan Sponsor will be responsible for remitting Contributions for the entire Plan Year. No retroactive investment earnings will be paid on those Contributions.

Employees who are Retired, Lay or Clergy missionaries who are covered under another plan of the Plan Sponsor or Clergy on incapacity leave are not eligible to receive contributions under RPGA. Retired Employees may become eligible if they are rehired.

How and When You Are Enrolled

Once you are eligible to participate, your Plan Sponsor will automatically enroll you in RPGA as of the earlier of:

- the Effective Date of RPGA (January 1, 2010) if you satisfy the eligibility requirements on that date; or
- the first day of the month thereafter on which you satisfy the eligibility requirements.

CONTRIBUTIONS

RPGA provides an Account balance you can access as your retirement needs require.

Once you are enrolled in RPGA, your Plan Sponsor contributes to your RPGA Account on your behalf as long as you are eligible. If you are a Full-Time Employee, your Plan Sponsor makes Non-Matching Contributions to your Account each payroll period in the amount of 8% of your Compensation. In addition, both Full-Time and Part-Time Employees are eligible to receive Matching Contributions to RPGA in an amount equal to 100% of their Participant Contributions to UMPIP, up to a maximum of 2% of their Compensation.

Example:

If your Compensation is $1,000 each pay period and you are a Full-Time Employee, the Non-Matching Contribution to your RPGA Account for the pay period will be 8% of Compensation, or $80.

$1,000 x 8% = $80

If you defer 2% or any greater amount of your Compensation to UMPIP, the Matching Contribution to your RPGA Account for the pay period will be 2% of your Compensation, or $20.

$1,000 x 2% = $20

If you defer less than 2% (for example, 1%) of your Compensation to UMPIP, the Matching Contribution to your RPGA Account for the pay period will be that lesser amount, such as the 1% of your Compensation, or $10.

Note: Your Plan Sponsor may elect to calculate the Matching Contribution in one of two ways:
1. By pay period—the Matching Contribution for the pay period is based on the percentage of your Compensation that you defer for that pay period. Therefore, if you do not make any Participant Contributions that pay period, you will not receive a Matching Contribution for that pay period.
2. Year-to-date—The Matching Contribution for the pay period is based on the percentage of your Compensation that you have deferred for the entire year including that pay period. Therefore, if you contribute early in the year and then reduce or stop making contributions toward the end of the year, you may still receive a Matching Contribution for pay periods in which you did not contribute.

If you plan sponsor calculates the Matching Contribution by pay period, to maximize your match you should contribute at least 2% of your compensation *every pay period.*

- If you contribute less than 2%, you will not receive the full RPGA match.
- If you can't afford to contribute at least 2%, contribute as much as possible for as much of the year as possible.
- When contributing the maximum annual before-tax/Roth amount, spread this amount over the entire year so you are contributing every pay period. Or switch to after tax contributions when you reach your before-tax/Roth limit.

Disability

If you are LTD or STD Plan Disabled and were a Full-Time Employee on the day before you became LTD or STD Plan Disabled, your Plan Sponsor will make a Non-Matching Contribution to RPGA in the amount of 8% of your Compensation rate on the day before you became LTD or STD Plan Disabled. In addition, your Plan Sponsor will make Matching Contributions to RPGA based on your Compensation rate the day before you became LTD or STD Plan Disabled and your rate of Participant Contributions while you are LTD or STD Plan Disabled.

Solely for the purpose of calculating your RPGA Contributions, your Compensation rate will be increased by 3% each January 1 following the date you became LTD or STD Plan Disabled, provided you were LTD or STD Plan Disabled on the preceding July 1.

Your Plan Sponsor will make Contributions on account of your LTD or STD Plan Disability until the earliest of the following events:

- you are no longer LTD or STD Plan Disabled;
- you are no longer eligible for retirement plan contribution benefits under your LTD or STD Plan; or
- you Retire.

Contribution Limitations and Excess Contributions

Generally, the total amount of your RPGA Contributions and any Contributions to UMPIP or other Code section 403(b) plans sponsored by your Plan Sponsor for the year cannot exceed the lesser of the following:

- $56,000 in 2019 (or as indexed for inflation under Code section 415(d) in later years), or
- 100% of your 415 Compensation.

Your 415 Compensation is the sum of your taxable Compensation and any before-tax contributions you made to benefit plans (such as UMPIP or a Code section 125 cafeteria plan). Any amounts you claim as a tax-exempt housing allowance exclusion are not included in 415 Compensation. Therefore, if your housing allowance exclusion leaves very little remaining of your 415 Compensation, you may find that you cannot make all of the contributions you wish to UMPIP, or even that your RPGA Contributions need to be limited in order to comply with the rules of section 415.

If the annual contribution to your RPGA Account and any other retirement plan, such as UMPIP, exceeds the limits set forth above, Wespath must follow IRS guidelines to correct, or recharacterize, the excess contributions. Your Plan Sponsor is responsible for monitoring your total contributions to ensure that you do not exceed the annual IRS limits and notifying Wespath accordingly.

Late Contributions

Your Plan Sponsor is required to remit Contributions to your RPGA Account as soon as possible, but in no event later than the due date established by Wespath. If your Plan Sponsor delays remitting Contributions until after this date, your Plan Sponsor is required to make up the missed or delayed Contributions plus imputed earnings.

BENEFICIARY DESIGNATION

Your Beneficiary is the person or persons to whom Wespath will pay your RPGA Account if you die before receiving a distribution of your entire Account. Your Beneficiary will also receive your Account if Wespath or your Conference cannot locate you when you must begin receiving distributions from your Account.

Wespath has sole discretion in determining the Beneficiary of any death benefits payable under the terms and conditions of RPGA.

Plan Designation

Under the terms and conditions of RPGA, if you are married at your death, your primary Beneficiary is your Spouse unless your Spouse consents to the designation of someone else as your primary Beneficiary. If you are unmarried at the time of your death, you did not designate a Beneficiary, or your Designated Beneficiaries are all deceased or cannot be located, then Wespath will pay your Account to your estate as your RPGA default Beneficiary.

Upon your death, Wespath must pay your Account to your estate if you are single and left no valid Beneficiary designation. Because payment to your estate may delay or reduce the payment of your Account to the heirs of your estate, Wespath suggests that you designate a Beneficiary or seek estate-planning advice.

If you designated a Beneficiary for your RSP or Staff Retirement Benefits Program (SRBP) Account before January 1, 2010 but do not designate an RPGA Beneficiary, your RSP or SRBP Beneficiary will become your RPGA Beneficiary.

Participant Designation

You may designate a Beneficiary by logging into your account at **benefitsaccess.org**. If you are not able to go online, you may submit a completed *Beneficiary Designation* form to Wespath. A valid designation will override the "Plan Designation" indicated above as long as you comply with the following rules. If you want to direct payment to someone in addition to or instead of your Spouse or estate, it is important that you designate a Beneficiary.

Married Participants

If you are married and your Spouse survives you, your surviving Spouse becomes your Beneficiary and your Account will be paid to such Spouse unless you have designated someone in addition to or in place of your Spouse, but your surviving Spouse must consent (on the *Beneficiary Designation* form) to this designation if you die while married. If your Spouse does not consent to another Beneficiary on an appropriate form and you are married when you die, your Beneficiary designation will not be effective unless your Spouse consents to it after your death or one of the following exceptions applies:

- at your death, you are legally separated from or abandoned by your Spouse and you (or your successors) produce a court order confirming such separation or abandonment;
- your Spouse Disclaims ***all benefits*** from your Account in writing before receiving them;
- neither you (when you were alive) nor Wespath (after your death) can locate your Spouse when your Beneficiary is required to receive a distribution; or
- a qualified domestic relations order (QDRO) was issued or entered by a court requiring all or a portion of your benefits to be frozen and/or paid to an Alternate Payee under the QDRO. (See the "Assignment of Benefits and Qualified Domestic Relations Orders" section on page 22.)

If you and your Spouse were to divorce after January 1, 1998, any Beneficiary designation you made in favor of your former Spouse before the divorce would automatically be revoked. Your former Spouse would no longer be your Beneficiary unless:

- Wespath received and approved a QDRO that required RPGA to pay benefits to your former Spouse as your Beneficiary, or
- you designated your former Spouse as your Beneficiary in Benefits Access or on a *Beneficiary Designation* form filed with Wespath after your divorce.

Designation Procedures

You may designate one or more individuals, trusts or other legal persons or entities as your Beneficiary, subject to possible Spousal consent (see the "Married Participants" section on page 6). Each Designated Beneficiary will receive an equal share unless you clearly specify otherwise when making your designations. If the shares do not equal 100%, each Beneficiary will receive an equal share. Also, you may designate a primary and a secondary Beneficiary. If your primary Beneficiary is not validly designated, is not alive at your death or disappearance, or cannot be located after your death or disappearance, your secondary Beneficiary may receive your Account.

You may designate beneficiaries by logging onto **benefitsaccess.org**. If you cannot access your account online, you may request a *Beneficiary Designation* form from your Plan Sponsor or Wespath. After completing the form, please sign it and return to Wespath. *Beneficiary Designation* forms are accepted either via mail or fax. Your Beneficiary designation is valid only if it is received by Wespath during your lifetime or if the form is postmarked, date stamped or sent by private courier (such as FedEx or the United Parcel Service) to Wespath before your death. The most current valid Beneficiary designation election made online or on a form will revoke all previous elections.

If Wespath determines that your *Beneficiary Designation* form is not valid, it will be returned to you, and your previous designation, if any, will remain in effect. If Wespath returns a *Beneficiary Designation* form to you because it is not valid, it is important that you understand the reason any designation is returned and go online or submit a new form with your desired Beneficiary designation. If the reason Wespath did not accept the *Beneficiary Designation* form is not clear, please contact Wespath for an explanation. The fact that your *Beneficiary Designation* form is not returned to you is not an indication that it is valid. For example, a change in marital status may invalidate a prior designation.

Please keep your Beneficiary designation current. You may change or view your current Beneficiary Designations on Benefits Access at **benefitsaccess.org**. Any time you make a change, Wespath will send you a Beneficiary confirmation by email or mail. You should keep a copy of the most recent Beneficiary confirmation you receive (and *Beneficiary Designation* form if you sent one to Wespath).

If your Beneficiary dies or you divorce, you may wish to change your Beneficiary designation. Also, please provide Wespath with your Beneficiary's address and phone number and keep it up-to-date. If your Beneficiary does not submit a claim for benefits at your death or Wespath cannot locate your Beneficiary, he or she may forfeit the benefits.

Wespath reserves the right to change the Beneficiary rules at any time in accordance with the terms and conditions of RPGA.

It is important that you understand the Beneficiary designation rules. Please contact Wespath if you need further information.

If your Beneficiary does not immediately elect to receive a distribution, he or she may designate his or her own Beneficiary(ies). If he or she does not designate any Beneficiaries, Wespath will pay the balance of the Account to your Beneficiary's estate upon your Beneficiary's death.

INVESTMENT OF YOUR ACCOUNTS

You may direct the investment of your Participant and Plan Sponsor Contributions into any one or combination of the following investment funds (or such other funds that Wespath may offer) in increments of 1%:

- Stable Value Fund
- U.S. Treasury Inflation Protection Fund
- Inflation Protection Fund
- Social Values Choice Bond Fund
- Fixed Income Fund
- Extended Term Fixed Income Fund
- Multiple Asset Fund
- Social Values Choice Equity Fund
- U.S. Equity Fund
- International Equity Fund

Know the Facts. To learn more about available investment funds, including fund objectives, historical performance and benchmarks, check Wespath's website at **wespath.org**

The investment funds pay Wespath's costs of plan administration and investment management by means of a fee, which is subtracted from each investment fund before the returns are credited to Participant Accounts. For specific management fee amounts for each investment fund, please visit the Wespath website at **wespath.org** or call Wespath at **1-800-851-2201**.

Instead of electing the specific investments for your Contributions, you may use the services of the LifeStage Investment Management (LifeStage) to manage the investment of your Account. (Please see the "LifeStage Investment Management" section on the following page.)

If you do not make an investment election for your Account, your Account and future Contributions are invested through LifeStage Investment Management.

The investment of your RPGA Account will also apply to any other defined contribution accounts in other Wespath-administered plans, such as CRSP and UMPIP, and vice versa. When you make an investment election, it applies to all plans with defined contribution balances for which you are authorized to direct the investments.

Defined contribution accounts are those for which you select the investments. You can direct how your accounts are invested among Wespath's investment funds, or you can allow LifeStage Investment Management to create a customized portfolio for you. The following are defined contribution accounts, although you may not be a participant in all of the plans:

- Clergy Retirement Security Program (CRSP) Defined Contribution (DC)
- Retirement Plan for General Agencies (RPGA)
- United Methodist Personal Investment Plan (UMPIP)
- Horizon 401(k) Plan (Horizon)

All of your defined contribution accounts are invested in the same way. If you elect to use LifeStage Investment Management, then LifeStage will manage the investment of all of your defined contribution accounts. If you elect to choose which Wespath funds to invest in, all of your defined contribution accounts will be invested in the same funds. For more information about Wespath's funds, visit our website at **wespath.org** or call Wespath at **1-800-851-2201**.

LifeStage Investment Management

LifeStage allocates your Participant and Plan Sponsor Contributions among Wespath investment funds. The asset allocation, or investment mix, represents your individual investment portfolio. It is based on your age, the assets in your Wespath retirement accounts, and the answers you may provide to the *LifeStage Personal Investment Profile*.

After determining your investment fund allocation, LifeStage Investment Management manages your defined contribution accounts. As you age or your profile changes, LifeStage adjusts your allocation accordingly. LifeStage will also periodically rebalance your Account to return you to your targeted investment fund allocation when differences in market returns have caused your investment fund allocation to be out of balance. You may elect to use LifeStage, change your profile or discontinue its use via Benefits Access or the *Investment Election* form.

Making Your RPGA Investment Elections

You may make two types of investment fund changes:

- you may change the way future (new) contributions (including future rollovers and transfers) are invested, without affecting the existing Account investment; and/or
- you may change the way your existing accounts (past contributions and earnings) are invested, without affecting new contributions.

To change your investment fund choices, you can visit Benefits Access at **benefitsaccess.org**. Benefits Access allows you to access information about your RPGA Account and make changes 24 hours a day, seven days a week. If you have not registered for Benefits Access, go to **benefitsaccess.org**, click "**New User Registration**" and follow the prompts.

You may also call Wespath at 1-800-851-2201 business days between 8:00 a.m. and 6:00 p.m., Central time to request an Investment Election form.

Keeping Track of Your Accounts

You can access your quarterly account statement in Benefits Access. The statement shows contributions, any applicable earnings or losses, and other transactions during the previous quarter. You may visit Benefits Access at **benefitsaccess.org** at any time to obtain information about your account.

Sustainable Investment

As the trustee of the largest denominational pension fund in the United States, Wespath strives to maximize the financial, social and environmental value of its investments. Toward this end, Wespath actively exercises its ownership through shareholder engagement, proxy voting, portfolio screening and community investing.

All of the investment funds adhere to sustainable investment guidelines, directed by the *Social Principles* of The United Methodist Church, as outlined in *The Book of Discipline*.

Through sustainable investment Wespath fulfills its mandate to influence corporations whose stock Wespath owns toward greater environmental, social and governance (ESG) responsibility. Wespath's sustainable investment approach also excludes investments in certain companies that do not align with United Methodist Church values, notably those that are substantially engaged in businesses involved in pornography, gambling, alcoholic beverages, tobacco, weapons or prison facilities.

Sustainable investing considers the financial, social and environmental aspects of investment decisions. Investments are made in alignment with values, aiming not only for a healthy financial bottom line, but also for positive social and environmental impacts.

PAYMENT OF YOUR RPGA ACCOUNT

There are occasions on which you may need to access the money in your Accounts, each of which may impact your financial security in Retirement. Before you elect to receive a distribution, Wespath recommends that you receive financial, tax or legal advice to ensure that you understand the consequences.

You may access your RPGA Account by requesting the following:

- early distribution due to Disability (other than STD),
- distribution at the time of Termination of Employment if you are a Lay Employee,
- distribution at the time of Termination of Employment and Termination of Conference Relationship if you are a Clergyperson, or
- distribution at the time of Retirement.

RPGA does not permit distributions upon the attainment of a certain age while you are still in service or upon the showing of a financial hardship. Plan loans are not permitted.

You may leave your Account balance in RPGA until at least your Required Beginning Date (see the "Required Minimum Distributions" section on page 14).

If you die before you have received a complete distribution of your Account (i.e., if there is an Account balance upon your death) Wespath will distribute your Account to your Beneficiary or Beneficiaries.

Termination of Employment and Retirement

If the total value of your RPGA Account and any other Wespath-administered Account balances in other plans or accrued monthly benefits in other plans is greater than $5,000 at the time you Retire or become a Terminated Participant, you may choose to leave the money on account until a later date, or you may choose to receive a distribution at any time after you become a Terminated Participant or Retire. If you do not request a distribution of your RPGA Account, it will continue to earn investment returns on a tax-deferred basis until it is paid to you.

If the total value of your Account exceeds $1,000 but does not exceed $5,000 and you do not request a lump-sum distribution or a rollover to another eligible plan or IRA, Wespath will automatically roll over your Account into an IRA provided by a custodian designated by Wespath.

If the total value of your Account at Termination or Retirement is $1,000 or less and you do not request a distribution or a rollover to another eligible plan or IRA, Wespath will automatically pay your Account to you as a lump-sum distribution as soon as it is administratively possible.

Disability

If you are deemed to be Disabled (except under a STD plan), you may be able to take a distribution of some or all of your RPGA Account balance.

You are considered Disabled for distribution purposes if you are:

- receiving Disability benefits from the Social Security Administration;
- receiving Disability benefits under the terms of an LTD plan provided by your Conference or Plan Sponsor; or
- a Clergyperson placed on incapacity leave.

If you are Disabled as described above, you may withdraw all or any portion of your Account balance (or you may leave it on account).

You are considered permanently Disabled for tax purposes if you are unable to engage in any substantial gainful activity by reason of any medically determinable physical or mental impairment that can be expected to result in death or to be of indefinite duration. If you are permanently Disabled, distributions you receive before turning age 59½ may not be subject to a 10% early withdrawal penalty. If you are not considered permanently Disabled, you may owe the 10% penalty on any distributions you receive before age 59½. Contact the IRS or a tax professional regarding the excise tax and reporting requirements.

Death

If you die before your entire Account is paid to you, your RPGA Account is payable to your Beneficiary, as described in the "Beneficiary Designation" section on page 7.

Wespath may require that your Beneficiary provide a death certificate and additional information to support the distribution request.

All payments to Beneficiaries are paid in accordance with the Code's Required Minimum Distribution rules. Subject to those rules, payments may be in the form of one lump sum, partial lump sums or cash installments.

Death Before Receiving Benefits

Spousal Beneficiary and Eligible Designated Beneficiary

If your Beneficiary is your Spouse or is an Eligible Designated Beneficiary, after your death, your Spouse or Eligible Designated Beneficiary may elect to:

- receive payment immediately,
- receive payment over his or her remaining life expectancy (must be elected within the calendar year following your death), or
- defer payment until as late as December 31 of the calendar year containing the tenth anniversary of your death.

In addition, if your Beneficiary is your Spouse, after your death, your Spouse may elect to defer payment no later than the required beginning date in the chart below:

If the deceased participant's **Birth Date** was…	Your Required Beginning Date is December 31 of the year after the year of the participant's death, or December 31 of the year they would have reached this age, whichever is later:
Before July 1, 1949	70 ½
July 1, 1949 - December 31, 1950	72
January 1, 1951 - December 31, 1958	73
On or after January 1, 1959	75

Your Spousal Beneficiary's or Eligible Designated Beneficiary's Required Beginning Date is the latest of the above events.

Your Spouse or Eligible Designated Beneficiary may request a direct rollover into another qualified plan or IRA (as long as the Account balance is greater than $200 and the amounts to be rolled over are not Required Minimum Distributions). If your surviving Spouse or Eligible Designated Beneficiary dies before receiving the distribution of your entire Account, Wespath will pay the balance to your surviving Spouse's or Eligible Designated Beneficiary's Beneficiary within 10 years of your surviving Spouse's or Eligible Designated Beneficiary's death.

Non-Spousal Beneficiary who is not an Eligible Designated Beneficiary

If you die before you start receiving benefits on or before your Required Beginning Date, your non-spousal Beneficiary who is not an Eligible Designated Beneficiary may choose to:

- receive payment immediately, or
- defer payment until as late as December 31 of the calendar year of the fifth anniversary of your death (for death prior to 2020) or December 31 of the calendar year of the tenth anniversary of your death if you die on or after 2020.

If your Beneficiary is your estate or another non-individual, such entity may elect to receive your remaining benefits in a lump sum or to defer payment until as late as December 31 of the calendar year of the fifth anniversary of your death. In the case of certain trusts whose only beneficiaries are one or more individuals who are Eligible Designated Beneficiaries, the trust may receive direct distributions over the life expectancy of the individual with the longest life expectancy (must be elected within the calendar year following your death).

Your non-spousal Beneficiary who is not an Eligible Designated Beneficiary may request a direct rollover into another qualified plan or IRA (as long as the Account balance is greater than $200 and the amounts to be rolled over are not Required Minimum Distributions). If your surviving non-spousal Beneficiary who is not an Eligible Designated Beneficiary dies before receiving the distribution of your entire Account, Wespath will pay the balance to his or her Beneficiary.

Death After You Begin Receiving Benefits

If you die after you begin receiving benefits, your surviving Spouse or Eligible Designated Beneficiary may elect to receive payment immediately in a lump sum or to receive payment over the longer of what remains of your life expectancy at the time of your death or your surviving Spouse's or Eligible Designated Beneficiary's life expectancy. Non-spouse Beneficiaries who are not Eligible Designated Beneficiaries may elect to receive payment immediately in a lump sum or to receive payment by December 31 of the calendar year of the tenth anniversary of your death if you die after 2019.

If your Beneficiary is your estate or another non-individual, such entity may elect to receive your remaining benefits in a lump sum or to defer payment until as late as December 31 of the calendar year of the fifth anniversary of your death. In the case of certain trusts whose only beneficiaries are one or more individuals who are Eligible Designated Beneficiaries, the trust may receive direct distributions over the life expectancy of the individual with the longest life expectancy.

If your Beneficiary chooses not to receive an immediate payment of your Account, he or she may name a Beneficiary to receive payment in the event of his or her death. (See the "Beneficiary Designation" section on page 7.)

Required Minimum Distributions

You must begin receiving Required Minimum Distributions by your Required Beginning Date according to the chart below:

If your **Birth Date** is…	Your Required Beginning Date is April 1 after the year you retire or following the year in which you reach this age, whichever is later:
Before July 1, 1949	70 ½
July 1, 1949 - December 31, 1950	72
January 1, 1951 - December 31, 1958	73
On or after January 1, 1959	75

For each subsequent year (and possibly the year of your initial distribution), you must receive a required minimum distribution by December 31 of that year.

To satisfy the Required Minimum Distribution requirements, you must receive an amount that would be distributed proportionately over your expected lifetime (or the expected lifetimes of you and your Spouse or Eligible Designated Beneficiary) or at a faster rate. Distributions over someone's expected lifetime may be accomplished by electing LifeStage Retirement Income, described in the following section. Wespath may need to make an additional payment to you, if necessary, to meet the Required Minimum Distribution requirement for that year. The amount of the Required Minimum Distribution is determined by IRS regulations, which are subject to change. If you do not request a distribution that satisfies the Required Minimum Distribution rules by the Required Beginning Date, Wespath may automatically distribute the minimum amount to you. Although Wespath may distribute the amount to you, you are solely responsible for satisfying IRS rules and regulations.

Receiving a Required Minimum Distribution is a very important responsibility under the Code. The Code requires that you receive a minimum amount by a certain date. If you do not take a minimum distribution, the IRS may impose a high penalty of 25% of the amount that you should have taken. Consequently, it is important that you understand the IRS rules and regulations. Because Wespath cannot provide tax advice, we suggest that you contact the IRS or seek the advice of a financial planner, estate planner, tax adviser or attorney. Please refer to the Required Minimum Distributions brochure at **wespath.org/r/rmd** that summarizes the RMD rules, how to evaluate your options and what you need to do to start receiving payments.

HOW YOUR RPGA ACCOUNT IS PAID

Forms of Payment

You have a few convenient distribution options available to you when you decide to access the money in your Account, provided you qualify for a distribution.

Single Sum (or Lump Sum) Distribution

You may elect to receive one cash payment (single sum or lump sum) equal to your vested Account balance valued as of the Accounting Date coinciding with or immediately before the date of distribution.

Partial Lump Sum Distribution

You may not want to receive a single-sum distribution due to the tax consequences and loss-of-earnings potential. Instead, you may want to receive a lesser amount to meet your current financial needs. If so, you may elect a partial-sum distribution. This form of payment is available to you up to the value of your vested Account. If you have attained your required beginning date, you must elect partial-sum distributions at least equal to the required minimum distribution each year. (Please see the "Required Minimum Distributions" section on page 14.)

Retirement Income (also known as Cash Installments)
As an alternative to a lump-sum or partial distribution, you may elect retirement income payments. Retirement income is a series of distributions taken from your Account on a monthly or annual basis. Your Account continues to be subject to investment gains, losses and expenses while you are receiving retirement income payments. Retirement income payments are subject to rules established by Wespath and required minimum distribution regulations.

LifeStage Retirement Income

LifeStage Retirement Income is an optional program that manages monthly retirement income payments from Wespath-administered defined contribution (DC) retirement accounts. The monthly payment amount automatically adjusts for annual cost-of-living increases, and is based on your age, remaining account balance and other factors, with the goal of providing monthly income for your lifetime (and survivor's lifetime, if applicable).

Enrolling in LifeStage Retirement Income moves your DC account balances (including the 35% non-annuitizable portion of the Ministerial Pension Plan [MPP]) into a single United Methodist Personal Investment Plan (UMPIP) account. You can then choose how much to include in LifeStage Retirement Income, with the account balance managed by LifeStage Investment Management. Any UMPIP account balance excluded from LifeStage Retirement Income can be self-managed or you can use LifeStage Investment Management. You can also transfer money between LifeStage Retirement Income and your UMPIP account at any time. When money is transferred into or out of LifeStage Retirement Income, your next monthly retirement income payment will be adjusted to reflect the transaction.

LifeStage Retirement Income has two optional, customizable features:

- The Social Security Bridge, which bridges the financial gap that would occur if you chose to delay the start date of Social Security benefits—a decision that could boost your Social Security benefits by 8% each year you delay, up to age 70. This decision would apply a larger portion of your balance as income early on, then reduce the amount paid from LifeStage as Social Security starts. You may be eligible to select the Bridge if:
    - You are not already receiving Social Security
    - You did not opt out of Social Security
    - You have enough money in LifeStage Retirement Income to support it
    - You are younger than 70 years old
- Longevity Income Protection, which is a deferred annuity contract provided by a Wespath-selected insurance company. You can use a portion of your LifeStage Retirement Income funds when you enroll to purchase Longevity Income Protection. This annuity guarantees retirement income payments starting at age 80, regardless of how long you (and, if applicable, your spouse) live. The purchase is final, and the contract cannot be revoked. The contract does not include a refund of premium if you and your spouse die before the payments start. Income tax withholding is applied once your monthly annuity payments begin. You are eligible to purchase Longevity Income Protection if:
    - You are a retiree or surviving spouse at least 55 years old, or a terminated participant or alternate payee at least 61½ years old
    - You are younger than required minimum distribution age (generally age 72)
    - You have sufficient funds to support it

  If you are married at the time you purchase Longevity Income Protection, 70% of your monthly payment is paid to your surviving spouse upon your death, provided you were married to the surviving spouse at the time of purchase.

If your marital status changes after the purchase of the annuity, then one of the following situations applies:

- If you were married when the deferred annuity was purchased:

    - If a divorce occurs during the deferral period, the joint life policy of the deferred annuity will be converted to a single life policy for you only in the absence of a Qualified Domestic Relation Order (QDRO). 28
    - If Wespath receives a separate interest QDRO that seeks to divide the benefits paid by the deferred annuity, the QDRO will be honored and two separate deferred annuities will be issued to the two individuals over their single lifetimes, with the division percentages being based on the QDRO language. Wespath will administer the QDRO and provide direction to the insurance company on how to divide the deferred annuity. (i.e., division percentages).
- If you were single at the time the deferred annuity was purchased:
    - If you get married during the deferral period, the deferred annuity cannot be reissued over joint lifetimes. It will remain a single life policy for you only.

You can learn more about LifeStage Retirement Income at www.wespath.org/r/lsri . You can elect LifeStage Retirement Income to manage your distributions at benefitsaccess.org.

Self-Managed Retirement Income

You can also elect to manage your own retirement income payments. You may elect a specific payment amount to be paid each month or year or the expected period of distribution (which will establish the monthly or annual payment amount based on your Account balance at the time of each payment).

If you elect a specific dollar amount, your retirement income payments will continue until you change your election or until your entire Account is distributed. If you elect a specified period for your distributions, your payments may vary in amount, depending on your investment returns, so that your Account balance will be completely distributed at the end of the period you named.

Electing Your Benefits

You may elect your benefits by logging onto **benefitsaccess.org** or completing an application for benefits; however, LifeStage Retirement Income must be elected online. If you make your elections online and have Account balances in other Wespath-administered retirement plan accounts [e.g., United Methodist Personal Investment Plan (UMPIP), Horizon 401(k) Plan or Clergy Retirement Security Program (CRSP)], these accounts will be consolidated into UMPIP and your election will apply to the consolidated balance. You may maintain separate Account balances for each plan and make separate benefit elections by manually completing application for benefit forms.

Trailing Account

A trailing Account occurs when there is a delayed Contribution or other credit or correction in accounting applied to your Account after you have received your entire Account balance. If the trailing Account balance is less than $200, you will automatically receive the payment as a lump-sum distribution. If the trailing Account balance is greater than or equal to $200, it will automatically be distributed in the same form of payment that was applied to your previous distribution.

Although RPGA does not offer annuity distributions, you may use your Account to purchase an annuity from a commercial annuity provider. Contact Wespath or a certified financial planner for more information.

Rollovers

You may roll over a portion (at least $200) or all of your Eligible Rollover Distribution into another eligible retirement plan, such as a Code section 403(b) plan, 401(a)/401(k) qualified plan, 457 deferred compensation plan, traditional IRA or Roth IRA. It is your responsibility to determine if the other plan accepts rollovers. When Wespath directly rolls over an amount to another eligible plan or IRA, you will not be subject to immediate taxation or tax withholding on the amount of the rollover because it will not be paid to you. However, conversions to a Roth IRA may be taxable at the time you file your tax return for the year of the distribution.

When an Eligible Rollover Distribution is paid directly to you, it is automatically subject to 20% federal income tax withholding. If you wish to roll over the entire amount of the Eligible Rollover Distribution, you will have to substitute money from another source to make up for the 20% that was withheld. If you do not substitute the 20% withholding and therefore roll over only the 80% you received to the other plan or IRA, then the 20% of your distribution that was withheld will become a taxable distribution at the end of the 60-day rollover period. The 20% amount will be subject to ordinary income tax and possibly a 10% early withdrawal penalty. The 20% withholding may be avoided by electing a direct rollover.

Not more than 180 days before you receive a distribution, Wespath will provide you with a written notice describing your right to a direct rollover and the tax consequences of your distribution or rollover. Distributions will not be processed until 30 days after you receive the notice, unless you waive the 30-day notice period in writing. As the notice will describe in greater detail, some distributions are not eligible for rollover. If you are unsure whether you can roll over a distribution out of RPGA, contact Wespath or the administrator of the other plan or IRA.

The housing allowance exclusion available to clergy may no longer apply to funds rolled out of a Wespath-administered UMC retirement plan into an IRA, a retirement plan not administered by Wespath or to a non-UMC church retirement plan administered by Wespath. Clergy may risk losing the housing allowance exemption on their Wespath-administered account balance after the rollover. Please consult with your tax adviser for more information on this exclusion from taxable income.

Deciding to take a distribution from your Account is an important retirement-related decision. Please consider each distribution type carefully and understand its impact on your financial security in retirement. Wespath suggests that you contact a certified financial planner and/or tax professional who can help you through this process. Also, remember to contact Wespath for the up-to-date rules and requirements for each distribution.

The Distribution Election Process

If you Retire, Wespath will automatically send you the appropriate applications and forms after we receive notification of your Retirement from your Plan Sponsor. When you wish to begin receiving benefits, you complete and submit the forms.

Otherwise, to begin this process, you will need to notify Wespath of your desire to begin benefits. We will determine your eligibility to receive benefits and send the appropriate applications and forms to you. Once you receive these documents, you will need to complete them and return them to Wespath within the election period.

The Election Period

The election period is the 180-day period before the date payments begin. Wespath will mail you an application no more than 180 days and no fewer than 30 days before your benefit is scheduled to begin. If you have received the application and do not wish to wait until the end of the 30-day notice period before your payment begins, you may waive the minimum 30-day notice requirement at the time you apply for benefits.

OTHER INFORMATION

Claims and Appeals

Submitting a Claim for an Account Distribution

Once eligible, you or your Beneficiary may apply for benefits or submit a claim to receive a distribution from your Account by completing an application and forms provided by Wespath. For more information on the appropriate forms to complete and the choices available to you, contact Wespath at **1-800-851-2201**.

At the latest, you or your Beneficiary must claim your benefits by your or your Beneficiary's Required Beginning Date. (See the "Required Minimum Distributions" section on page 13.) Failure to do so could result in the forfeiture of your benefits.

If you or your Beneficiary believes that benefits are improperly being denied, you or your Beneficiary must file a claim for benefits within one year after the later of the date:

- the events giving rise to the claim occurred, or
- you or your Beneficiary knew or should have known of the facts or events giving rise to the claim.

Denial of the Application or Claim

If Wespath denies a claim for benefits under RPGA, we will notify you or your Beneficiary in writing and:

- describe the specific reasons for the denial,
- cite RPGA provisions on which the denial was based, and
- explain the appeal procedures.

You will receive this notice no more than 45 days after filing the original claim or 45 days after the request for or submission of additional materials requested by Wespath. Under special circumstances, an additional 90 days may be necessary to respond to your claim. In these cases, Wespath will notify you in writing.

If your claim for benefits is denied, you have the right to appeal that denial. There are three steps in the appeal process: an initial appeal, an intermediate appeal and a final appeal.

Initial Appeal

If Wespath denies your claim for benefits, in whole or in part, you may request a review of the decision by filing a *Notice of Initial Appeal* with the Initial Appeals Committee of Wespath (Initial Appeals Committee). The notice must be filed with the Initial Appeals Committee within 90 days after the date of the letter informing you of the claim denial decision. You may submit facts that are relevant to your appeal and other relevant, supporting documentation to the Initial Appeals Committee for its consideration. If the notice is not filed in a timely manner, Wespath's decision to fully or partially deny your claim for benefits will be final.

You, your duly authorized representative and/or a representative of your Plan Sponsor may appear personally or by conference call before the Initial Appeals Committee if you request such an appearance and if the Committee approves your request. You will be responsible for any expenses associated with the appearance.

Intermediate Appeal

If the Initial Appeals Committee denies your appeal, in whole or in part, your appeal will be referred to Wespath's Intermediate Appeals Committee (Intermediate Appeals Committee) for consideration. The Intermediate Appeals Committee will decide your appeal within 60 days of the decision by the Initial Appeals Committee.

The Intermediate Appeals Committee will conduct a review of your intermediate appeal and notify you, in writing, of its decision. The decision will set forth the specific reasons for the decision, the provisions of RPGA upon which the decision was based and your further appeal rights if the decision is a denial.

Final Appeal

If your claim for benefits is still fully or partially denied by the Intermediate Appeals Committee, you may request a review of that decision by filing a *Notice of Final Appeal* with the Final Appeals Committee of Wespath's Board of Directors (Final Appeals Committee). The notice must be filed with the Final Appeals Committee within 90 days after the date on which the Intermediate Appeals Committee's written decision is issued. You may submit comments and supporting documents to the Final Appeals Committee for its consideration. If the *Notice of Final Appeal* is not filed in a timely manner, the Intermediate Appeals Committee's decision to fully or partially deny your claim for benefits will be final.

Your appeal will be heard at the next meeting of the Final Appeals Committee or, on notice to you, the meeting after that. To allow sufficient time for handling and processing, any supporting documents filed fewer than 30 days before the Final Appeals Committee meeting will be considered only in the discretion of the Final Appeals Committee. You may request a delay in your hearing of up to 180 days if you need additional time. You, your duly authorized representative and/or a representative of your Plan Sponsor may request permission to appear personally or by conference call before the Final Appeals Committee, subject to the conditions and time limitations of the Final Appeals Committee. You or your employer will be responsible for any expenses associated with such an appearance.

The Final Appeals Committee will conduct a review of your final appeal and send you a decision within 15 days following the date on which the Final Appeals Committee makes its determination. The Final Appeals Committee's decision will be in writing and will include the specific reasons for its decision and the RPGA provisions upon which its decision is based. The Final Appeals Committee's decision is final.

Your Responsibilities

You may not initiate or maintain any cause of action in law or equity until you have initiated and completed the claims and appeals process. Upon completion of the appeal process, you must initiate any cause of action within 12 months following the date of the written notice of the Final Appeals Committee's denial of your appeal or you will waive your right to file a lawsuit at a later date.

If any of the Appeals Committees do not make a decision or respond within the time frames noted, you should consider the appeal denied, and you are responsible for proceeding to the next step of the appeals procedure.

Taxation Considerations

You may owe state and/or federal income taxes on all of the amounts paid to you under RPGA.

Taxes While Your Account Is in RPGA

You defer taxes on Contributions made to RPGA as long as this money remains in RPGA and within your Contribution limits. (See the "Contribution Limitations and Excess Contributions" section on page 5.) This tax deferral provides significant advantages to you in increasing the value of your Account because earnings can compound on amounts that are not reduced by taxes.

Taxes When Your Account Is Paid

When you receive a distribution from your Account, the money you receive is considered taxable as ordinary income. Wespath will report the amount to you and the IRS. You will receive a notice describing the taxability of your distribution from Wespath prior to receiving payment so you can decide what option suits you best.

If you are a Clergyperson, you could qualify for the housing allowance exclusion in accordance with the housing allowance rules of Code section 107. You may exclude the least of the following amounts from taxable income:

- the amount of your pension distribution designated as a housing allowance by your annual Conference,

- the actual cost of providing your home, or
- the fair rental value of your furnished home, plus the annual cost of utilities.

After we receive your retirement notification, we will send you a retirement packet that includes more information about the housing allowance exclusion as applied to your pension distributions from Wespath.

Automatic Withholding

If a distribution to you is an Eligible Rollover Distribution, Wespath is required to withhold 20% of your taxable distribution for federal income taxes. This is true even if you intend to receive the distribution and roll it over into another eligible retirement plan within 60 days.

To avoid the mandatory 20% federal income tax withholding, you may request a direct rollover. If you request a direct rollover, Wespath will directly pay the qualified plan or IRA of your choosing. The portion that is directly rolled over is not subject to immediate taxation. However, conversions to a Roth IRA may be taxable at the time you file your tax return for the year of the distribution. Any portion that is not directly rolled over will be subject to a mandatory 20% federal income tax withholding.

Wespath is required to withhold 10% from non-periodic distributions (or periodic distributions over a period of fewer than 10 years) that are not Eligible Rollover Distributions, unless you direct us to withhold a different amount (which may be zero). For periodic distributions (over a period of 10 or more years) that are not Eligible Rollover Distributions, Wespath withholds according to the IRS tax withholding table as though your filing status were married with three allowances, unless you direct us otherwise.

Additional 10% Federal Excise Tax

An additional 10% federal excise tax may be due on the taxable portion of any withdrawals or distributions you receive before you reach age 59½. This tax is sometimes called an excise tax or an early withdrawal penalty. Generally, this additional tax does not apply if the distribution is rolled over to an IRA or another qualified plan, or if payment is made:

- to a Spouse or Beneficiary after your death,
- after termination if you became a Terminated Participant during the year you attained age 55 or later,
- because of permanent disability as defined in Code section 72(m)(7),
- to an Alternate Payee according to a QDRO,
- due to medical expenses that qualify as deductible medical expenses under Code section 213,
- in a series of substantially equal periodic payments made not less frequently than annually for the life of the Participant or joint lives of the Participant and his or her Beneficiary,
- as a direct rollover,
- as the distribution of elective deferrals you contributed that exceed the annual limits under Code sections 415 or 402(g), or
- as corrective distributions of excess aggregate contributions.

Tax laws are complex and change often. This SPD contains only a partial discussion of taxes. Because neither your employer nor Wespath can provide you with tax advice, it is in your best interest to seek the advice of a qualified tax adviser before receiving RPGA distributions.

Information You Should Know

RPGA Vesting

You are always fully vested in your RPGA Account. Generally, your rights to these benefits are nonforfeitable unless you forfeit them through some action or non-action on your part, such as failing to claim your benefits. (See the "How Unclaimed, Relinquished or Disclaimed Benefits Can Be Delayed or Forfeited" section on page 23.)

Assignment of Benefits and Qualified Domestic Relations Orders (QDROs)

Your Account is held for your benefit and may not be sold, assigned, transferred, pledged or garnished under most circumstances, and it is not subject to your debts or liabilities.

If you become divorced or separated, however, certain court orders known as QDROs could require that part of your benefit be paid to someone else, such as your Spouse, former Spouse or children. As soon as you become aware of any court proceedings that may affect your RPGA benefits, please contact Wespath.

When Wespath receives a domestic relations order relating to RPGA, Wespath will notify you and send you a copy of the procedures for determining the qualified status of the order. Within a reasonable period of time after the receipt of the order, Wespath will determine whether the domestic relations order is a QDRO and will notify you and each person named in the order, in writing, of the determination.

If a claim or application for benefits is submitted to RPGA with respect to your Account balance while Wespath is determining whether a domestic relations order related to your Account balance is a QDRO, Wespath will suspend payment of all or any portion of your benefits otherwise due until a determination is made.

If the order is determined to be a QDRO, any person named to receive benefits under the QDRO (an Alternate Payee) will become a Beneficiary of the specified portion of your Account balance with the same rights and responsibilities as a Terminated Participant under RPGA. Since distribution rules for Alternate Payees are based on rules that apply to Terminated Participants, an Alternate Payee receiving a portion of your Account may be eligible for a distribution even if you are not yet eligible.

If you are in the process of a divorce or other domestic relations proceeding and would like more information about QDROs or a sample form to give to your attorney, contact Wespath.

Non-Alienation of Benefits

No benefits payable at any time under RPGA to a Participant or Beneficiary will be subject in any manner to alienation, sale, transfer, assignment, pledge, attachment or garnishment. Any attempt to alienate, sell, transfer, assign, pledge, attach or garnish benefits will be considered null and void except:

- as assigned under a QDRO;
- as provided in a levy in favor of the IRS to the extent required by IRS regulations;
- to the extent required under the Mandatory Victims Restitution Act of 1996 (18 U.S.C., Section 3663A);
- for the payment of Retired or Disabled Participant health plan premiums;
- to the extent that such Participant or Beneficiary has received an overpayment under any other plan administered by Wespath; or
- to the extent that such Participant or Beneficiary has made a voluntary and revocable assignment:
  - in writing, filed with and accepted by Wespath;
  - that is acceptable to Wespath in its sole discretion; and
  - after such assigned benefit is due and payable under the terms of RPGA, including the making of any elections and submission of any applications required of the Participant or Beneficiary.

Benefits While on Military Leave

Contributions with respect to qualified military service will be provided in accordance with Code section 414(u), which reflects provisions of USERRA and the Heroes Earnings Assistance & Relief Tax (HEART) Act of 2008. If you have had a period of military service during your employment, contact your Plan Sponsor or Wespath to learn whether you qualify for the right to receive Contributions relating to the period of your military service.

How Unclaimed, Relinquished or Disclaimed Benefits Can Be Delayed or Forfeited

You are entitled to the value of your RPGA Account at the time or times specified in RPGA. These benefits are payable to you except in the following circumstances:

- If Wespath cannot locate you when benefits are due (for instance, at the Required Beginning Date), Wespath will send a notice by certified letter with return receipt requested to the last address we have on file for you. If you fail to contact Wespath within 12 months after we send the notice, you will forfeit your benefits, and they will become the benefits of your Beneficiary (including any Default Beneficiary). If your Beneficiary or Beneficiaries fail to contact Wespath within 12 additional months after notification, your benefits will be forfeited and used by Wespath to defray the administrative expenses of RPGA.
- If Wespath issues a check for benefits that is not returned or cashed within a reasonable period of time, you will forfeit the amount of the check. Uncashed checks returned to Wespath because the payee is missing or for other reasons are handled as described above in the first bullet point.
- If you relinquish (i.e., permanently renounce) your benefits, you will forfeit them, and Wespath will use them to defray the administrative expenses of RPGA.
- If you Disclaim before receiving the benefit all or any portion of a death benefit that is due, provided that the Disclaimer is in writing in a form acceptable to Wespath, you will be treated as having predeceased the Participant or a prior Beneficiary, and the death benefit will be paid to the next Beneficiary in line.

Please keep Wespath apprised of your current address and phone number, even after you Retire or incur a Termination or Employment. If we do not have a current address for you, you risk forfeiting your Account.

Non-Reversion

All Contributions made by Plan Sponsors are irrevocable and cannot be repaid to the Plan Sponsor, except in the following situations:

- If RPGA terminates, and there are monies remaining after the satisfaction of all fixed and contingent liabilities under RPGA, the monies will revert to the applicable Plan Sponsor.
- If a Plan Sponsor makes a Contribution by mistake, the Plan Sponsor may request its return by sending a written request to Wespath within one year after the Contribution was made along with documentation of such mistake. Any Contributions remitted on account of an ineligible person that are not claimed by the Plan Sponsor within a year are forfeited and contributed to fund defined benefits under the prior plan.

Ineligible Contributions

If a Contribution is made for you but you are not eligible to participate in RPGA or the amount of the Contribution is in excess of that provided under the Plan provisions, and the Plan Sponsor sends a written request for its return within a reasonable time after the Contribution is made, the Contribution (adjusted for any gains and losses as permitted by IRS guidance and procedures established by the Administrator) will be refunded to the Plan Sponsor. Any such Contributions and earnings remitted by mistake and unclaimed after a reasonable time will be forfeited.

Bankruptcy and Your RPGA Benefits

Under the Bankruptcy Code, Account balances in a qualified plan, such as this Code section 403(b) plan, are exempt from the claims of creditors because of bankruptcy, if the bankruptcy is filed on or after October 17, 2005.

If RPGA Is Terminated or Modified

The General Conference of The United Methodist Church reserves the right to terminate, suspend or modify RPGA at any time, prospectively or retroactively. Also, the Wespath Board of Directors is authorized to amend RPGA when changes in the law or *The Book of Discipline* require it. If the General Conference terminates RPGA, your Account will remain fully vested and will either remain in RPGA for future distribution or be distributed immediately according to the provisions of RPGA.

Plan Administrator

RPGA is administered by the General Board of Pension and Health Benefits of The United Methodist Church, Incorporated in Illinois [doing business as Wespath Benefits and Investments (Wespath)], and any successors. The plan administrator may be reached at the following address and phone number:

1901 Chestnut Avenue
Glenview, Illinois 60025-1604
1-800-851-2201

In its role as plan administrator, Wespath keeps records for RPGA and is responsible for its administration in accordance with its terms. The plan administrator has authority to interpret the terms of and to make determinations on questions that may affect your eligibility for benefits and benefit amounts in RPGA in its sole discretion.

RPGA Name, Plan Type and Plan Year

The name of this plan is the Retirement Plan for General Agencies (RPGA). RPGA is a program of one or more church-sponsored retirement income accounts within the meaning of Code section 403(b)(9). RPGA is a Defined Contribution plan as that term is defined in Code section 414(i).

RPGA is a restatement of, and the successor plan to, the Retirement Security Program for General Agencies (RSP), which included a defined benefit plan, as that term is defined in Code section 414(j). On the Effective Date of RPGA, any defined benefits then being paid under RSP continued to be paid under Supplement Two to RPGA. Any defined benefits accrued under RSP but not yet being paid on the Effective Date were converted into actuarially equivalent Defined Contribution Account balances that were included in RPGA Accounts for such Participants and Beneficiaries. Any Defined Contribution benefits due to a Participant or Beneficiary under RSP on the Effective Date were included in RPGA Accounts for such Participants and Beneficiaries.

RPGA is intended to be a multiple-employer plan involving more than one Plan Sponsor, except for certain purposes. RPGA is intended to meet the requirements of a “Church Plan” under Code section 414(e) and to be exempt from the Employee Retirement Income Security Act (ERISA) under ERISA section 4(b)(2) and Code section 410(d) to the extent permitted under those provisions and other applicable laws. RPGA is administered on a plan-year basis, beginning on January 1 of each calendar year and ending on December 31 of that same year.

Special Securities Laws

RPGA is a Church Plan that is not subject to registration, regulation or reporting under the Investment Company Act of 1940, the Securities Act of 1933, the Securities Exchange Act of 1934, Title 15 of the United States Code or state securities laws. Similarly, the administrator and the trustee of RPGA and the entities maintaining any investment funds under RPGA are not subject to those provisions of those acts or laws. Therefore, Participants enrolled in RPGA and their Beneficiaries will not be afforded the protection of those provisions.

Agent for Service of Legal Process

Any legal process related to RPGA should be served on:

CT Corporation System
208 South LaSalle Street, Suite 814
Chicago, Illinois 60604

RPGA Trustee

All RPGA assets are held in a trust, called the Pension Trust of The United Methodist Church, which is qualified under sections 501(a) and/or 501(c)(3) of the Code, or they may be held in one or more other trusts or insurance contracts. The trustee pays all RPGA benefits from the trust. The trustee for RPGA is the UMC Benefit Board, Inc. The trustee can be reached at the following address:

UMC Benefit Board, Inc.
1901 Chestnut Avenue
Glenview, Illinois 60025-1604

GLOSSARY

Account means the aggregate of the separate recordkeeping entries maintained by Wespath for the purpose of recording the Contributions and any transfers made to RPGA for the benefit of a Participant, and any earnings or losses thereon. Any reference to a Participant's "Account" refers to all of the Accounts maintained in the Participant's name under RPGA unless the context otherwise requires.

Accounting Date means each Wespath business day of each calendar year.

Adoption Agreement means the agreement executed by each Plan Sponsor and accepted by Wespath that is a part of RPGA and is the means by which a Plan Sponsor adopts RPGA.

Alternate Payee means a Spouse, former Spouse, child or other dependent of a Participant entitled to receive a portion of such Participant's Accrued Benefit or Account under a QDRO.

Beneficiary means the person(s) (including an estate) to whom Wespath will pay your RPGA Account if you die before receiving a distribution of your entire Account balance. (See also the definitions of "Designated Beneficiary" and "Default Beneficiary.")

Beneficiary Designation form means the form on which a Participant, Terminated Participant, Beneficiary or Alternate Payee specifies his or her Designated Beneficiary for acceptance by Wespath.

The Book of Discipline means the body of church law established by the General Conference of The United Methodist Church, as amended from time to time. References herein are to *The Book of Discipline 2012*

Church Plan means a plan qualifying under Code section 414(e) or section 3(33) of the Employee Retirement Security Act of 1974 (ERISA), as amended, that has not made an election under Code section 410(d).

Clergy or **Clergyperson** means one of the following persons: an elder in full connection, a deacon in full connection, a provisional member, an associate member, a local pastor or a Clergyperson of another denomination within the meaning of ¶346.2 and ¶346.3 of *The Book of Discipline*, but not including a bishop or missionary.

Clergy Employee means an Employee who is a Clergyperson and who is under episcopal appointment to a Plan Sponsor. A Clergyperson who is not an active Conference member or who is not under episcopal appointment to a Plan Sponsor is not a Clergy Employee.

Code means the Internal Revenue Code of 1986, as amended from time to time.

Compensation means the sum of the following amounts:

- the Participant's 415 Compensation,
- for a Clergy Employee Participant: cash received from a Plan Sponsor and excluded from taxable cash salary pursuant to Code section 107(2), and
- when a parsonage is provided to the Clergy Employee Participant as part of his or her Compensation: 25% of the sum of the Participant's 415 Compensation and cash excluded from taxable cash salary pursuant to Code section 107(2) as provided in (b) above.

The Compensation of each Participant employed by a non-qualified church-controlled organization (i.e., a church-controlled, tax-exempt organization under Code section 501(c)(3) that is not a qualified church-controlled organization within the meaning of Code section 3121(w)(3)(B)) that is taken into account for any Plan Year beginning after

December 31, 2017 may not exceed $275,000, as adjusted for cost-of-living increases in accordance with Code section 401(a)(17)(B).

Conference means any annual conference, provisional annual conference or missionary conference that is described in *The Book of Discipline* and is located in a jurisdictional conference or the Puerto Rico Methodist Church.

Contribution means an amount contributed to RPGA by a Plan Sponsor for funding the benefits provided for by RPGA.

Default Beneficiary means the person(s) (including an estate) to receive benefits that are payable at the death or disappearance of a Participant, Terminated Participant, Beneficiary or Alternate Payee when there is no Designated Beneficiary.

Defined Contribution means a type of retirement plan under which the Plan Sponsor contributes to the plan on behalf of the Participant. Upon Retirement or Termination, the benefit is determined by how much was contributed to the plan on behalf of that Participant over the years, plus whatever earnings the Contributions accumulated and minus any losses they incurred.

Participants with Defined Contribution Accounts—CRSP Defined Contribution, RPGA, UMPIP or Horizon—may select their investments among Wespath's eight investment funds or use LifeStage Investment Management for the management of their accounts.

Designated Beneficiary means:

- the person(s) (including a trust or other entity), designated by a Participant, Terminated Participant, Beneficiary or Alternate Payee, who is receiving or entitled to receive a benefit under RPGA; or
- the person(s) (including a trust or other entity), designated by a Participant, Terminated Participant, Beneficiary or Alternate Payee, who, at the death or disappearance of said Participant, Terminated Participant, Beneficiary or Alternate Payee, is entitled to receive a benefit under RPGA that is payable following such death or disappearance.

Disabled or **Disability** means any of the following with respect to an Employee:

- determined to be disabled by the Social Security Administration,
- receiving long-term disability benefits under any long-term disability benefit plan provided by an Employee's Plan Sponsor,
- receiving disability benefits under a short-term disability benefit plan provided by an Employee's Plan Sponsor,
- placed on incapacity leave, in the case of a Clergyperson, or
- if you are a Terminated Participant who is not eligible for a Social Security Administration determination of disability, determined to be disabled by a Wespath-selected third party vendor.

Disclaim means to refuse or waive a benefit before receiving it, such that it passes to another person under the terms of RPGA, such as a successor Beneficiary.

Early Retirement or **Early Retirement Date** is a date before a Clergy Employee's or Lay Employee's Normal Retirement Date; it is the first day of the month coinciding with or next following:

- in the case of a Clergy Employee Participant, the later of:
    - the date specified in the Clergy Employee's Plan Sponsor's early retirement policy; or
    - whichever of the following dates applies:
        - the service completion date specified in ¶358.2*a* of *The Book of Discipline*; or
        - attainment of age 62 for a Clergy Employee who Retires according to §358.2a or ¶358.3 of *The Book of Discipline* or who is a Terminated Participant.
- in the case of a Lay Employee, the date specified in the Lay Employee's Plan Sponsor's early retirement policy; or
- in the case of a Terminated Participant, the later of:

- his or her 62^{nd} birthday; or
- Wespath's acceptance of the Terminated Participant's application for benefits.

Effective Date means the date on which RPGA is effective, which generally is January 1, 2010.

Eligible Designated Beneficiary (as defined in the SECURE Act for Required Minimum Distribution purposes) meansa Designated Beneficiary who is a surviving Spouse, a Designated Beneficiary who is not more than 10 years younger than the Participant, a chronically ill individual as defined in Internal Revenue Code section 7702B(c)(2), a disabled individual as defined in Internal Revenue Code section 72(m)(7) or a minor until the age of majority, who is receiving or entitled to receive a benefit under RPGA.

Eligible Rollover Distribution means any distribution of all or any portion of a distributee's Account—except for:
- any distribution that is one of a series of substantially equal periodic payments made (not less frequently than annually) for the life (or life expectancy) of such distributee or the joint lives (or joint life expectancies) of such distributee and such distributee's Designated Beneficiary or for a specified period of 10 or more years,
- any distribution that is required under Code section 401(a)(9) (relating to Required Minimum Distributions),
- any hardship withdrawal distribution described in Code section 401(k)(2)(B)(i)(IV), or
- any other excluded distribution described in Code section 402(c)(4).

Employee means any person who is currently employed by the Plan Sponsor, or who is a leased Employee with respect to a Plan Sponsor or an agency affiliate of the Plan Sponsor and is specified on the Plan Sponsor's Adoption Agreement. At any given time, each Employee is either a Clergy Employee or a Lay Employee with respect to each Plan Sponsor.

415 Compensation means all amounts paid or made available by a Plan Sponsor to an Employee in a Limitation Year, including:
- the Employee's wages, salaries, fees for professional services and other amounts received (without regard to whether an amount is paid in cash for personal services actually rendered in the course of employment with the Plan Sponsor) to the extent that the amounts are includable in gross income (including, but not limited to, bonuses, fringe benefits and reimbursements or other expense allowances, but excluding severance pay that would not have been paid but for a severance from employment);
- amounts received in connection with accident or sickness and described in Code sections 104(a)(3), 105(a) and 105(h), but only to the extent that these amounts are includable in the gross income of the Employee;
- amounts paid or reimbursed by the Plan Sponsor for moving expenses incurred by an Employee, but only to the extent that at the time of the payment it is reasonable to believe that these amounts are not deductible by the Employee;
- amounts relating to before-tax elective contributions made from an Employee's Compensation;
- foreign earned income, as defined in Code section 911(b); and
- Compensation earned in the normal course of employment before—but paid within 2½ months after—a Termination of Employment or Retirement (e.g., sick pay, vacation pay).

Full-Time means, in the case of an Employee, scheduled to be, reasonably expected to be or actually employed by a Plan Sponsor for at least 1,000 hours per Plan Year.

General Agency means any one of the following agencies of The United Methodist Church: General Council on Finance and Administration, General Board of Church and Society, General Board of Discipleship, General Board of Global

Ministries, General Board of Higher Education and Ministry, General Commission on Christian Unity and Interreligious Concerns, General Commission on Religion and Race, General Commission on the Status and Role of Women, General Commission on Archives and History, General Commission on United Methodist Men, General Commission on Communication, General Board of Pension and Health Benefits (doing business as Wespath Benefits and Investments) or The United Methodist Publishing House.

GBOPHB or General Board means the General Board of Pension and Health Benefits of The United Methodist Church, Incorporated in Illinois, in its role as Plan Administrator. As of July 2016, the General Board is doing business as Wespath Benefits and Investments (Wespath).

IRA means an individual retirement account or annuity qualified under Code section 408 (other than an endowment contract).

Lay Employee means any Employee that is not a Clergy Employee. An Employee who is a Clergyperson who is not an active Conference member and who is not under episcopal appointment to a Plan Sponsor is a Lay Employee.

LifeStage Investment Management refers to an investment management service that allocates your accounts among Wespath investment funds.

LifeStage Retirement Income refers to a distribution management service that uses your defined contribution accounts to create monthly retirement income payments designed to last for your lifetime.

Limitation Year means the 12-month period used by RPGA for the purpose of applying the limitations of Code section 415, which is the same as the calendar year.

Matching Contribution means a type of Contribution made to your Account in proportion to contributions you made to UMPIP.

Non-Matching Contribution means a type of Contribution made to your Account as a percentage of your Compensation, whether or not you made contributions to UMPIP.

Normal Retirement, Normal Retirement Age or **Normal Retirement Date** means:

- in the case of a Participant, the first day of the month coinciding with or next following the earliest of:
  - the Participant's 65th birthday;
  - the date on which a Clergy Employee Participant attains 40 years of service under ¶358.2*c* of *The Book of Discipline* and is placed in the retired relationship by his or her Conference; or
  - the date on which a Lay Employee Participant attains 40 years of service under ¶714.3 of *The Book of Discipline*; or
- in the case of a Terminated Participant, the first day of the month coinciding with or next following the Terminated Participant's 65th birthday.

Participant means a Clergy Employee or Lay Employee who has become eligible to participate in RPGA, has been enrolled in RPGA, and is either an active, Retired or Disabled Participant.

Participant Contributions means contributions made on your behalf to UMPIP in accordance with your Salary-Reduction Agreement.

Part-Time means, in the case of an Employee, employed by a Plan Sponsor on other than a Full-Time basis.

Plan Sponsor means any General Agency of The United Methodist Church. However, Wespath and The United Methodist Publishing House as general agencies must execute an Adoption Agreement in order to adopt RPGA.

Plan Year means the calendar year.

QDRO means a qualified domestic relations order, which is a court order, usually issued in connection with a divorce, that divides a Participant's pension benefits between the Participant and an Alternate Payee.

Required Beginning Date means, with regard to a Participant who is required to begin receiving Required Minimum Distributions no later than attainment of the RMD age, April 1 of the calendar year following the later of the calendar year in which the Participant:

- Retires or incurs a Termination of Employment, or for a Clergy Employee, incurs a Termination of Employment and a Termination of Conference Relationship; or
- Attains RMD age (between age 70 ½ and 75, depending on their birthdate).

In the context of a Beneficiary, Required Beginning Date means the day Required Minimum Distributions must begin as stated in IRS Regulations.

Required Minimum Distribution means the amount that a Participant must begin receiving from his or her Retirement Accounts by his or her Required Beginning Date. Required Minimum Distribution amounts must then be distributed each subsequent year. IRS Regulations also establish minimum distributions for surviving Spouses and other Beneficiaries.

Retire or **Retirement** means:

- in the case of a Clergy Employee:
  - being placed in the Retired relation in accordance with ¶358 of *The Book of Discipline*, or incurring a Termination of Conference Relationship; and
  - incurring a Termination of Employment on or after the Clergy Employee's Early Retirement Date;
- in the case of a Lay Employee, the earliest of:
  - Termination of Employment on or after the Lay Employee's Early Retirement Date;
  - for a Disabled Lay Employee, the date on or after his or her Early Retirement Date on which he or she elects to begin RPGA benefits; or
  - for a Lay Employee on an approved leave of absence who does not return to work at the scheduled end of the leave of absence, the date the leave was scheduled to end if it is after his or her Early Retirement Date.

Retirement Date means the date on which a Participant or Terminated Participant Retires.

RPGA means the Retirement Plan for General Agencies—the plan for which this document is a summary.

Spouse means the husband or wife or surviving husband or wife of a Participant who is legally married to such Participant, or was so legally married on the date of the Participant's death, under the laws of the jurisdiction where the Participant resides or resided. The term "Spouse" does not include common-law spouses, even in states that recognize common-law marriage.

Termination of Conference Relationship means a Participant who is a Clergy Employee ceasing to be a member of any Conference, including by reason of:

- being honorably located within the meaning of ¶359 of *The Book of Discipline*,
- his or her withdrawal within the meaning of ¶360 of *The Book of Discipline*,

- the surrender of his or her ministerial credentials within the meaning of ¶¶360.4 and 2719.2 of *The Book of Discipline*, or
- the surrender of his or her local pastor's license within the meaning of ¶320.1 of *The Book of Discipline*.

Termination of Employment means an Employee who is no longer employed with a Plan Sponsor or the end of a Clergy Employee's appointment to, and employment by, a Plan Sponsor.

Terminated Participant means a person who has been a Participant, but who has incurred: a Termination of Employment if he or she was a Lay Employee; both a Termination of Employment and a Termination of Conference Relationship, if he or she was a Clergy Employee; or a period of five consecutive years with no record of appointment if he or she was a provisional member, associate member, local pastor or deacon in full Connection.

USERRA means the Uniformed Services Employment and Reemployment Rights Act of 1994.

Wespath (Wespath Benefits and Investments) administers the RPGA plan and other retirement, health and welfare benefits and investments. Wespath is a general agency of The United Methodist Church.

Wespath

BENEFITS | INVESTMENTS

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