

## Notice of Eligibility for Participation in the Horizon 401(k) Plan

---

This Notice describes certain features of the Horizon 401(k) Plan (the Plan), which is administered by Wespath. The Plan provides retirement benefits to eligible employees of the employer named below. If you have any questions about this notice or the Plan or wish to enroll in the Plan, please contact the person named below:

Employer name \_\_\_\_\_

Employer's contact person \_\_\_\_\_ Primary phone # \_\_\_\_\_

---

### Your Contributions to the Plan

If you are eligible, you may elect to make before-tax and/or Roth contributions to the Plan based on a flat dollar amount or a percentage equal to at least 1% of your compensation, not to exceed applicable limits as allowed under the Internal Revenue Code. The contribution to the Plan is deducted from your compensation and sent to Wespath for credit to your account. Unless you have made an investment election, your account will be invested according to the target investment fund allocation established for you by LifeStage Investment Management. LifeStage Investment Management selects a mix of Wespath funds for your retirement account(s) based on accepted portfolio management strategies and factors unique to you. Call Wespath at **1-800-851-2201** for more information on LifeStage Investment Management and the Plan's investment fund options.

You may elect to enroll and contribute to the Plan by completing a *Horizon 401(k) Enrollment* form. Changes to your employee contribution elections can be made by completing a *Contribution Election* form. You are permitted to make, revoke, or revise a contribution election at any time.

---

### Employer Contributions to the Plan

If you are eligible, your employer will make a contribution to the Plan on your behalf and send it to Wespath for credit to your account. Unless you have made an investment election, the employer contributions will be invested according to the target investment fund allocation established for you by LifeStage Investment Management as described above. Your employer contributions are made in accordance with the contribution formula(e) indicated below:

- Qualified Matching Contribution (QMAC).** Your employer will make matching contributions of 100% of your employee contributions up to 3% of your compensation, plus 50% of your employee contributions that are over 3% and up to 5% of your compensation.
- Qualified Non-Elective Contribution (QNEC).** Your employer contributes 3% of your compensation to your account. You are not required to contribute in order to receive QNEC contributions.
- Alternate Formula.** Your employer will contribute to the Plan based on the following formula:

---

---

---

## Potential Reduction/Suspension of Employer Contribution

Your employer may amend the Plan at any time during the Plan year to reduce or suspend the employer contributions to the Plan. This amendment will not be effective until at least 30 days after you have received a supplemental notice from the employer informing you of the reduction or suspension of contributions.

---

## Vesting

With the exception of circumstances outlined in the Horizon 401(k) Plan Document, you are 100% fully vested at all times in the contributions you and your employer make to the Plan and any earnings thereon.

---

## Distributions

Upon retirement or termination of your employment, if your total account balance in all Wespath-administered retirement plans<sup>1</sup> is greater than \$5,000, you may choose to leave your eligible account balance in the Plan until a later date, subject to Internal Revenue Service rules governing Required Minimum Distributions. Refer to the “Required Minimum Distributions” brochure at [wespath.org/r/rmd](http://wespath.org/r/rmd) for details.

You may also choose to receive an immediate distribution of your eligible account balance or roll over your eligible account balance to other eligible retirement plan(s). Distributions may be payable in the form of a lump sum, partial lump sums, cash installments or LifeStage Retirement Income payments.

While you are still employed, you may withdraw all or a portion of your rollover account balances. You may also withdraw all or a portion of your total account balance after you attain age 59½ or become disabled. In addition, if you are eligible, you may apply for a loan or a hardship withdrawal.

Hardship withdrawals are limited to your before-tax and Roth contributions (excluding the earnings thereon). A hardship withdrawal may be made if you have an immediate and heavy financial need related to:

- Unreimbursed medical expenses described in Internal Revenue Code (Code) section 213(d) for yourself, your spouse, your dependents or your primary Horizon 401(k) Plan beneficiary on file with Wespath
- Purchase of your principal residence (excluding mortgage payments)
- Tuition or educational fees (including room and board) for the next 12 months of post-secondary education for you, your spouse, your dependents or your primary Horizon 401(k) Plan beneficiary on file with Wespath
- Prevention of foreclosure of a mortgage on and/or eviction from your primary residence
- Repair of damage to your principal residence that would qualify as a casualty deduction
- Funeral or burial expenses for your deceased parent, spouse, child, dependent or primary Horizon 401(k) Plan beneficiary on file with Wespath
- Expenses you have incurred due to FEMA-declared disasters

The amount of your loan or hardship withdrawal is subject to limitations as outlined in the Plan.

If you have any questions, please contact Wespath at 1-800-851-2201. Representatives are available business days from 8:00 a.m. to 6:00 p.m., Central time.

<sup>1</sup> If you have accrued a defined benefit in a Wespath-administered plan, the actuarial equivalent of this benefit is also included when determining if you meet the \$5,000 threshold.