PHYSICIANS' CLINIC OF IOWA, P.C. 401(K) PROFIT SHARING PLAN Features and Highlights

Read these highlights to learn more about your Plan. If there are any discrepancies between this document and the Plan Document, the Plan Document will govern.

About the 401(k) Plan

A 401(k) plan is a retirement savings plan designed to allow eligible employees to supplement any existing retirement and pension benefits by saving and investing through a voluntary salary contribution. Contributions and any earnings on contributions are tax-deferred until money is withdrawn.

Eligibility Requirements

Employee Before Tax

To enroll in the Plan, employees must meet the following criteria:

- Age 21 or older
- Completed 3 month(s) of service

Eligible employees may enroll at any time after or coinciding with the first of the month following completion of 90 days of employment.

Please contact your Plan Administrator for information regarding excluded employees.

Enrollment

You may enroll by using the online enrollment option available at empowermyretirement.com.

Contribution Limits

Before-Tax

In 2026, the Before-Tax amount is between 1% and 80% of your compensation or $24,500.00, whichever is less.

Participants turning age 50 or older in 2026, may contribute an additional $8,000.00. Participants aged 60-63 are eligible for additional catch up contributions.

ROTH 401(K)

The Roth option will give you the flexibility to designate all or part of your 401(k) elective deferrals as Roth contributions.

Roth contributions are made with after-tax dollars, as opposed to the pre-tax dollars you contribute to a traditional 401(k). In other words, with the Roth option, you've already paid income taxes on money you contribute. With the traditional 401(k), your contribution is made on a pre-tax basis and you pay income taxes only when you take a distribution.

Employer Contributions

Discretionary Match

Your Plan may contribute a discretionary match. Historically, PCI has matched 50% of the employee's contribution up to their 6% contribution. This contribution will only apply to a participant's deferrals that do not exceed a dollar amount or percentage of included compensation that is determined by the employer.

To be eligible for the discretionary match contribution into the Plan, employees must meet the following criteria:

- Employed on the last day of the Plan year and completed 1000 hour(s) or more
- You will become a participant eligible to begin receiving Employer Matching contributions and non-elective contributions on the first day of the quarter coinciding with or following the date you attain age 21 and complete one year of service, provided you are an eligible employee on that date.
- Must be employed on the last day of the calendar year to receive employer contributions.

Additional Employer Contributions

Your Plan may contribute additional discretionary contributions.

- Profit sharing contribution. This has historically been 5.4% of compensation each year.
- Additional discretionary contribution. This has historically been 1% of compensation each year.

Vesting Schedule

Vesting refers to the percentage of your account you are entitled to receive upon the occurrence of a distributable event. The value of your contributions to the Plan and any earnings they generate are always 100% vested (including rollovers from previous employers).

The employer discretionary match contribution is immediately 100% vested.

Investment Options[1]

A wide array of investment options are available through your Plan. Please review the Plan's Notice of Investment Returns & Fee Comparison for information on the investment options at empowermyretirement.com. Once you have enrolled, investment option information is also available through the website at empowermyretirement.com or call the Voice Response System toll free at 1-833-961-5273. The website and the Voice Response System are available to you 24 hours a day, 7 days a week.

[1]Prospectuses, disclosure documents and investment-related options/ services information are only available in English. Please have them translated prior to investing.

Transfers and Allocation Changes[1]

You can move all or a portion of your existing balances between investment options (subject to Plan rules) and change how your payroll contributions are invested.

[1]Transaction requests received in good order after the close of the New York Stock Exchange will be processed the next business day.

Rollovers[1]

Only Plan Administrator approved balances from an eligible governmental 457(b), 401(k), 403(b) or 401(a) plan or an Individual Retirement Account (IRA) may be rolled over to the Plan. Some plans may only allow rollovers from other 401(k) plans.

[1]Governmental 457 funds rolled into another type of plan or account may become subject to the 10% early withdrawal penalty if taken before age 59 1/2.

Withdrawals

Qualifying distribution events are as follows:

- Retirement
- Permanent disability
- Financial hardship (as defined by the Internal Revenue Code and your Plan's provisions)
- Severance of employment (as defined by the Internal Revenue Code provisions)
- Attainment of age 59 1/2
- Death (your beneficiary receives your benefits)

Ordinary income tax will apply to each distribution. Distributions received prior to age 59 1/2 may also be assessed a 10% early withdrawal federal tax penalty. Refer to your Summary Plan Description for more information about distributions.

Plan Fees

Please review the Plan’s Notice of Investment Returns & Fee Comparison for information on Plan fees and expenses.

Loans

Your Plan allows you to borrow the lesser of $50,000.00 or 50% of your eligible total vested account balance. The minimum loan amount is $1000.00 and you have up to 60 months to repay your general purpose loan or up to 360 months if the money is used to purchase your primary residence.

How do I get more information?

Visit the website at empowermyretirement.com or call the Voice Response System, toll free at 1-833-961-5273 for more information. The website provides information regarding your Plan, as well as financial education information, financial calculators and other tools to help you manage your account.

The group variable annuity insurance products are issued through Empower Annuity Insurance Company, Hartford, CT and distributed through Prudential Investment Management Services, LLC (PIMS). Each organization is solely responsible for its financial condition and contractual obligations. PIMS is not affiliated with Empower Retirement, LLC. Annuity contracts contain exclusions, limitations, reductions of benefits and terms for keeping them in force. The annuity or certain of its investment options or features may not be available in all states. Policy forms currently available include DC- 08-TGWB-2011, ALC-408- TGWB-2011-NR, ALC-408-TGWB-2011-ROTH, IND-IFX-TGWB-2013-NR, IND-IFX-TGWB-2013-ROTH or state variation thereof.

You could lose money by investing in money market investments. Although they seek to preserve the value of your investment at $1 or $10.00 per share (see the prospectus), there is no guarantee they will. An investment in a money market investment is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The money market investment’s sponsor has no legal obligation to provide financial support to the portfolio, and you should not expect that the sponsor will provide financial support to the portfolio at any time. The yield quotation more closely reflects the current earnings of the portfolio than the total return quotation.