

# Innowave Marketing Group 401(k) Plan Plan Highlights

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## **Eligibility**

You are eligible for the Plan after three months of service, provided you are age 21 and regularly scheduled to work 1000 hours or more in a year.

## **Entering the Plan**

You may begin participating in the Plan on the first day of the month after you have met the eligibility requirements.

## **Participant Contributions**

Through payroll deduction, you can make pre-tax and/or after-tax (Roth) deferrals up to the maximum dollar limit of \$24,500 for 2026.

## **Catch-Up Contributions**

If you are age 50 or older and contribute the maximum allowed into the plan, you may contribute an additional “catch-up contribution.” Catch-up contributions are intended to help eligible employees make up for smaller contributions made earlier in their careers. The regular catch-up contribution is \$8,000 for 2026.

The \$8,000 catch-up limit is replaced with a higher limit of \$11,250 for employees who will be age 60 – 63 on December 31, 2026.

## **Roth Required Catch-Up Contributions**

Beginning in 2026, all catch-up eligible employees who earned greater than \$150,000 in FICA wages in 2025 are required to make catch-up contributions on an after-tax (Roth) basis.

## **Contribution Changes**

You may increase or decrease your contribution through the Participant website at any time.

## **Investment Choices**

You may select from the investment choices provided under the Plan. You may change your investment choices anytime. If you do not choose any investment options, your account will be invested in the Plan’s default investment option.

The Plan is intended to be an ERISA Section 404(c) plan. This simply means that you “exercise control” over some or all of the investments in your Plan account. The fiduciaries of the Plan may be relieved of liability, or responsibility, for any losses that you may experience as a direct result of your investment decisions.

## **Distributions and Withdrawals**

Money may be withdrawn from your Plan account in these events:

- Age 59 ½
- Death
- Disability
- Termination of employment

Be sure to talk with your tax advisor before withdrawing money from your Plan account.

## **Financial Hardship Distributions**

If you have an immediate financial need created by severe hardship, and you lack other reasonably available resources to meet that need, you may be eligible to receive a hardship withdrawal from the Retirement Plan. A hardship, as defined by the federal rules, can include:

- Buying a principal residence
- Paying for your or a dependent's college education
- Paying certain medical expenses
- Preventing eviction from or foreclosure on your principal residence
- Paying burial or funeral expenses for parents, spouse, children or dependents
- Paying for repairs to your principal residence that may qualify as an IRS casualty deduction
- Expenses resulting from a federally declared disaster in an area designated by the Federal Emergency Management Agency

Distributions for financial hardship are subject to ordinary tax rates plus an additional 10% tax if you are under age 59 ½.

### **Accessing Your Account and Questions**

- You will have access to a Participant website ([www.AmericanTrust.com](http://www.AmericanTrust.com)). Your initial login to the Participant website will be your Social Security Number (without dashes) as your UserID and the last 4 digits of your Social Security Number as your Password.
- Website Support questions should be directed to the American Trust Service Team – (866) 680-7000. Investment questions should be directed to your Silicon Valley Retirement Services Representative, Tim Cole, [Tim.Cole@SVRetirementServices.com](mailto:Tim.Cole@SVRetirementServices.com), (408) 621-9258.