NORTH FLORIDA SALES 401(K) PROFIT SHARING PLAN

2026 SUPPLEMENTAL NOTICE

THIS NOTICE CONTAINS IMPORTANT INFORMATION REGARDING YOUR PARTICIPATION IN THE PLAN.

This is an annual notice and only applies to the Plan Year beginning on January 1, 2026.

Mandatory distributions. The Notice describes certain distribution rules which apply to participants with account balances of $5,000 or less. That amount has increased to $7,000.

Long-Term Part-Time Employees. New rules went into effect relating to certain Long-Term Part-Time (LTPT) Employees, that impact the information included in this Notice. This describes the rules in place for 2025 and later.

You are an LTPT Employee if you have 2 consecutive years (beginning back in 2021) of employment with 500 – 999 hours of service with the employer each year and had turned 21 before the end of the second such year. If you have ever had 1000 hours of service in a year, you are not an LTPT employee. An employee who is eligible to participate in the Plan, outside of the new LTPT rules, is not an LTPT employee.

LTPT employees (other than those excluded from the Plan for reasons other than service) will be eligible to save for retirement by deferring compensation to the Plan, but they are not eligible to receive any employer contributions, including safe harbor or matching contributions, if any. LTPT employees can choose whether to defer and how much to defer to the plan. If an LTPT employee elects to do so, the deferrals will be withheld from the employee's compensation and will be deposited in the employee's account in the Plan.

Increased Catch-up contribution limits. If you will be 50 or older at any point during 2026, you can make a catch-up contribution as an additional elective deferral. Further, if you will turn 60, 61, 62, or 63 in 2026, the limit on your catch-up contribution is increased by 50%. For example, last year in 2025 the catch-up contribution limit was $7,500. However, under the increased limits, a catch-up eligible participant who attained age 60-63 during the year could have made catch up contributions up to $11,250 ($7,500 plus the increased limit of $3,750). In the year you turn 64, the maximum catch-up contribution returns to the regular catch-up contribution limit.

Catch-up contribution provisions. Further, effective with the 2026 Plan Year, catch-up contributions for Participants whose 2025 FICA wages exceeded $145,000 will be Roth contributions. This Roth treatment is required by federal law. Further, under certain circumstances, your Plan Administrator may deem pre-tax contributions to be Roth contributions unless you notify your Plan Administrator in advance that you wish to opt-out. If you are not sure whether Roth contributions are right for you, we recommend you speak with a financial or tax advisor.

Further information. If you need additional information or have any questions regarding the information provided in this notice, please contact the Administrator.