THE BOARD OF PENSIONS
OF THE PRESBYTERIAN CHURCH (U.S.A.)

The Retirement Savings Plan of the
Presbyterian Church (U.S.A.)
Plan No. 57887

Invest in your retirement—and yourself—today, with help from the Retirement Savings Plan of the Presbyterian Church (U.S.A.) and Fidelity.

YOUR GUIDE TO GETTING STARTED

Welcome to the Retirement Savings Plan!

Welcome to the Plan!

We are pleased to offer you the opportunity to enroll in the Retirement Savings Plan of the Presbyterian Church (U.S.A.) (RSP). The plan offers a convenient, tax-advantaged way to save for retirement. Take a look and see what a difference contributing to the RSP could make in achieving your goals.

Participating in the plan offers many benefits. Some of these include:

Convenience. Your contributions are automatically and regularly deducted from your paycheck.

Tax savings now. Pretax contributions are deducted from your pay before income taxes are withheld. This means you can actually lower the amount of current income taxes you pay each period. You also may be eligible for a tax credit, called the "Saver's Credit" that could reduce the federal income tax you pay dollar-for-dollar, depending on your adjusted gross income (AGI).

Tax savings later. You may also make Roth contributions with after-tax dollars. The advantage is that although you pay taxes now, when you withdraw Roth funds from your account later, you won't pay taxes on your contributions or any earnings, as long as you're at least age 59½ (or disabled) and your withdrawal is made at least five tax years after making your first Roth contribution.

Investment options. You have the flexibility to select from investment options that range from more conservative to more aggressive, making it easy for you to develop a well-diversified investment portfolio.

Catch-up contributions. In certain situations you may be eligible to make age-based or service-based catch-up contributions to your plan account.

Investment resources. Fidelity Investments provides administrative services for the RSP and is committed to providing exceptional money management, investment flexibility, and state-of-the-art technology to RSP participants. The RSP offers access to a managed account feature and a self-directed brokerage account through Fidelity, and other educational tools and resources including a live, dedicated Fidelity customer service team and complimentary phone consultations through Fidelity Workplace Financial Consultants.

To learn more about what your plan offers, see "Frequently asked questions about your plan" later in this guide.

Sincerely,

John F. Matekovic, CEBS
Vice President, Income Security
The Board of Pensions of the Presbyterian Church (U.S.A.)

Frequently asked questions about your plan.

Here are answers to questions you may have about the key features, benefits, and rules of your plan.

Who can enroll in the Plan?

All employees working for a PC(USA) church or affiliated employer are eligible to participate in the Retirement Savings Plan (RSP) if offered by their employer. **Employees working for an employer in Puerto Rico are not eligible to make RSP contributions.**

Is there a limit to how much I (or my employer) can contribute?

If you are an eligible employee, you may contribute all of your taxable salary, excluding housing allowance, subject to the annual IRS dollar limit of $24,500 for 2026. You may contribute regardless of whether your employer matches your contributions.

Employers also can make contributions for employees on a percentage of compensation, or matching basis, but should do so uniformly for all similarly situated employees. Total employee and employer contributions cannot exceed $72,000 (2026) or 100% of cash salary. Employer matching contributions to the Retirement Savings Plan are not included in effective salary.

Participants age 50 or older may make an additional catch-up contribution of up to $8,000 for 2026. Starting in 2026, the SECURE 2.0 Act increases the limit for you if you have attained age 60, 61, 62, or 63 in a given calendar year. The limit for 2026 is $11,250. Long-service church employees may be eligible to contribute an additional church plan catch-up of $3,000 for 2026, subject to a lifetime maximum of $15,000. Refer to IRS publication 571 "Tax-Sheltered Annuity Plans (403(b) Plans)" for details about the interplay between these two types of catch-up contributions.

What is the "Saver's Credit"?

Depending on your income and other factors, you may qualify for a tax credit on your federal income taxes by making contributions to the Retirement Savings Plan. The "Saver's Credit" provides a special tax credit of up to $1,000 from the U.S. government just for contributing to your workplace savings plan, if your income falls within certain ranges. For more information, refer to Retirement Savings Tax Credit on the Benefits documents page of pensions.org.

Are there any plan fees?

Your account will be subject to a quarterly plan administration fee in the amount of $5.00. This fee will automatically be deducted from your account.

When am I vested?

You are always fully vested in all your pretax, Roth after-tax, and rollover contributions and related investment earnings. You are immediately fully vested in your employer's contributions and related earnings in your account, unless otherwise specified in your organization's Employer Agreement with the Board of Pensions. Vesting is a term used to describe the portion of your account balance that is non-forfeitable.

Can I take a loan from my account?

The RSP offers a loan provision. Generally, you may borrow up to the lesser of 50% of your vested account balance or $50,000. Your total vested retirement account balance in your standard plan options and in BrokerageLink

account is taken into consideration when you apply for a loan. To initiate a loan, call the Fidelity Representatives at 800-343-0860 and reference Plan #57887.

Can I make withdrawals?

Withdrawals from the Plan are generally permitted only when you terminate your employment, retire, reach age 59½, or become permanently disabled as defined by your plan. Ministers of the Word and Sacrament can also withdraw employer contributions and any earnings to purchase a home. Keep in mind that withdrawals of pretax contributions are subject to income taxes and possibly to early withdrawal penalties. If your withdrawal is used for a housing allowance, it may be tax free.

Learn more about and/or request a withdrawal online at NetBenefits.com, or by calling the Fidelity Representatives at 800-343-0860.

Be sure to identify the Plan #57887 for the Retirement Savings Plan of the Presbyterian Church (U.S.A.). The Plan Document and current tax laws and regulations will govern in case of a discrepancy. Be sure you understand the tax consequences and your plan's rules for distributions before you initiate a distribution. You may want to consult a professional tax adviser about your situation.

Can I roll over money from another retirement plan into my Retirement Savings Plan?

You are permitted to roll over eligible pretax contributions from another 401(k) plan, 401(a) plan, 403(b)(9) plan, or a governmental 457(b) retirement plan account.

You should consult your tax adviser and carefully consider the impact of making a rollover contribution to your employer's plan because it could affect your eligibility for future special tax treatments.

NOTE: After a rollover deposit, a 10-day hold will be placed on your account funds as a security measure. Access to your funds will be limited until after the hold period ends.

Need access sooner? Reach out to the Fidelity Representatives for assistance.

Be sure to consider all your available options and the applicable fees and features of each before moving your retirement assets.

How do I designate my beneficiary?

Fidelity's Online Beneficiaries Service offers a straightforward, convenient process that takes just minutes. To make your elections, click on the "Profile" link in NetBenefits, select "Beneficiaries" and follow the online instructions. You are encouraged to review your beneficiaries at least once a year or if you experience a life-changing event such as marriage, divorce, birth of a child, or a death in the family.

How do I manage my account?

Once you have enrolled, you can manage your account online at NetBenefits.com, or by calling a Fidelity Representatives at 800-343-0860. Be sure to identify the Plan #57887 for the Retirement Savings Plan of the Retirement Savings Plan of the Presbyterian Church (U.S.A.) when speaking with a representative, or use the automated voice response system, virtually 24 hours, 7 days a week.

Where can I get additional plan information?

More information can be found in the Guide to Your Retirement Savings Plan (ORS-100) and the official plan document (RSP-100) available on the Benefits documents page of pensions.org.

Step 1

Decide how much to invest.

More than any other factor, the amount you put away will help determine how much your savings may grow. A good rule of thumb is to invest what you can afford – you can change your contribution amount later if needed. Start at a number that feels comfortable to you. The important thing is to invest what you can afford and start right away.

Once you decide how much to invest, consider the tax advantages of saving pretax, Roth after-tax, or both:

- **Tax savings now.** Your pretax contributions come out of your pay before income taxes are taken out. You can actually lower your current taxes by investing in the Plan today.
- **Tax savings later.** Your Roth after-tax contributions are taxed now when deducted from your pay. Later, you won't pay taxes when you withdraw Roth contributions or associated earnings as long as you're at least age 59½, (disabled or deceased) and your withdrawal satisfies the five-year Roth holding requirement.

Your combined Roth and traditional pretax 403(b)(9) contributions cannot exceed the IRS limits for the year.

Ministers of the Word and Sacrament do not pay self-employment taxes for Social Security and Medicare (SECA) on contributions they make to the Retirement Savings Plan on a pretax (traditional) basis, up to the eligible contribution limit. Ministers do, however, pay SECA taxes on Roth (after-tax) contributions, which are made to the Retirement Savings Plan after all appropriate taxes have been deducted (or will be paid). When you take advantage of the opportunity to save on a pretax basis, you do not have to pay the 15.3% self-employment tax on such contributions.

Find out more

For more information, visit netbenefits.com/atwork or call 800-343-0860.

Step 2 Determine investments that are right for you.

First, start by finding your approach.

Are you a conservative investor? An aggressive investor? Somewhere in between? The answer will determine which plan investments may be right for you. The RSP offers a range of investments, so you can build your portfolio your way.

The first is the length of time you have to invest—in this case, the number of years until you expect to retire. The second is your comfort with risk. The third is your financial situation.

To determine your possible investment approach, consider these factors:

- *The age you want to retire*
- *Your comfort level with the stock market's ups and downs and whether you prefer stability or the potential for bigger returns, which entails greater risk*
- *Your short- and long-term financial needs*

Next, learn about the different kinds of investments.

There are three basic investment types—short-term investments, bonds, and stocks. And they, like investors, fall along a range from conservative to aggressive.

Short-term investments are the most conservative. Also known as "cash" investments, this investment type involves the least amount of risk, but also provides the lowest potential returns.

Bonds are in the middle. Generally less risky than stocks, this investment type typically offers moderate returns and risk compared with stocks.

Stocks are the most aggressive. Although past investment results do not guarantee future results, this investment type has historically provided the highest long-term returns and the greatest risk. Stock investments include large (large-cap), medium-size (mid-cap), and small (small-cap) U.S. companies, as well as foreign companies. However, each of these types of stock investments has its own level of risk—for example, small cap tends to be more risky than large cap.

Then, select the right mix of investment types for your situation.

Once you know how conservative or aggressive your approach is as an investor, and you understand the difference between investment types, you can figure out what mix of investment types matches your approach. The charts at the beginning of the Investment Options section of this guide show how different investment options align with different approaches to investing, from relatively conservative to relatively aggressive.

Finally, pick your investment options.

The RSP offers investment options across the three investment types. For descriptions, refer to the Investment Options document on pensions.org, or go to netbenefits.com/atwork for up-to-date performance information, other investment specifics, and educational material.

Need help selecting investments?

See pensions.org for information and resources about Retirement Savings Plan investment options and fund performance.

Step 3 Enroll today.

It's easy to join your plan and make that next great investment in yourself. Here's how:

- **Log on** to Benefits Connect, the benefits website of the Board of Pensions, to indicate your interest in participating in the plan. You will then receive an email from Fidelity with instructions for how to set up your account and specify your investment choices. (If you don't use Benefits Connect to elect benefits, your employer will tell you how to initiate enrollment.)
- **Complete** the Salary Deferral Agreement, give it to your employer, church treasurer or business administrator, and keep a copy for yourself.

Remember, we're here to help.

If you need any help along the way, call a Fidelity Representative at 800-343-0860. Be sure to identify plan #57887 for the Retirement Savings Plan of the Presbyterian Church (U.S.A.).

Investment Options

Before investing in any mutual fund, consider the investment objectives, risks, charges, and expenses. Contact Fidelity for a mutual fund prospectus or, if available, a summary prospectus containing this information. Read it carefully.

Here is a list of investment options for the Retirement Savings Plan of the Presbyterian Church (U.S.A.). For up-to-date performance information and other fund specifics, go to netbenefits.com/atwork.

Target Date Funds

Placement of investment options within each risk spectrum is only in relation to the investment options within that specific spectrum. Placement does not reflect risk relative to the investment options shown in the other risk spectrums.

Investment options to the left have potentially more inflation risk and less investment risk

Investment options to the right have potentially less inflation risk and more investment risk

Fidelity Freedom® Index 2010 Fund Institutional Premium Class

Fidelity Freedom® Index 2015 Fund Institutional Premium Class

Fidelity Freedom® Index 2020 Fund Institutional Premium Class

Fidelity Freedom® Index 2025 Fund Institutional Premium Class

Fidelity Freedom® Index Retirement Fund Institutional Premium Class

Fidelity Freedom® Index 2030 Fund Institutional Premium Class

Fidelity Freedom® Index 2035 Fund Institutional Premium Class

Fidelity Freedom® Index 2040 Fund Institutional Premium Class

Fidelity Freedom® Index 2045 Fund Institutional Premium Class

Fidelity Freedom® Index 2050 Fund Institutional Premium Class

Fidelity Freedom® Index 2055 Fund Institutional Premium Class

Fidelity Freedom® Index 2060 Fund Institutional Premium Class

Fidelity Freedom® Index 2065 Fund Institutional Premium Class

Fidelity Freedom® Index 2070 Fund Institutional Premium Class

Target date investments are generally designed for investors expecting to retire around the year indicated in each investment's name. The investments are managed to gradually become more conservative over time. The investment risks of each target date investment change over time as the investment's asset allocation changes. The investments are subject to the volatility of the financial markets, including equity and fixed income investments in the U.S. and abroad and may be subject to risks associated with investing in high-yield, small-cap, and foreign securities. Principal invested is not guaranteed at any time, including at or after the investment's target dates.

The chart below lists the assigned fund the Retirement Savings Plan of the Presbyterian Church (U.S. A.) believes will best fit your diversification needs should you not select an investment option.

Your Birth Date*	Fund Name	Target Retirement Years
Before 1943	Fidelity Freedom® Index Retirement Fund Institutional Premium Class	Retired before 2008
January 1, 1943 - December 31, 1947	Fidelity Freedom® Index 2010 Fund Institutional Premium Class	Target Years 2008 - 2012
January 1, 1948 - December 31, 1952	Fidelity Freedom® Index 2015 Fund Institutional Premium Class	Target Years 2013 - 2017
January 1, 1953 - December 31, 1957	Fidelity Freedom® Index 2020 Fund Institutional Premium Class	Target Years 2018 - 2022
January 1, 1958 - December 31, 1962	Fidelity Freedom® Index 2025 Fund Institutional Premium Class	Target Years 2023 - 2027
January 1, 1963 - December 31, 1967	Fidelity Freedom® Index 2030 Fund Institutional Premium Class	Target Years 2028 - 2032
January 1, 1968 - December 31, 1972	Fidelity Freedom® Index 2035 Fund Institutional Premium Class	Target Years 2033 - 2037
January 1, 1973 - December 31, 1977	Fidelity Freedom® Index 2040 Fund Institutional Premium Class	Target Years 2038 - 2042
January 1, 1978 - December 31, 1982	Fidelity Freedom® Index 2045 Fund Institutional Premium Class	Target Years 2043 - 2047
January 1, 1983 - December 31, 1987	Fidelity Freedom® Index 2050 Fund Institutional Premium Class	Target Years 2048 - 2052
January 1, 1988 - December 31, 1992	Fidelity Freedom® Index 2055 Fund Institutional Premium Class	Target Years 2053 - 2057
January 1, 1993 - December 31, 1997	Fidelity Freedom® Index 2060 Fund Institutional Premium Class	Target Years 2058 - 2062
January 1, 1998 - December 31, 2002	Fidelity Freedom® Index 2065 Fund Institutional Premium Class	Target Years 2063 - 2067
January 1, 2003 and later*	Fidelity Freedom® Index 2070 Fund Institutional Premium Class	Target Years 2068 and beyond

*Dates selected by Plan Sponsor

Core Investment Options

Investment options to the left have potentially more inflation risk and less investment risk

Investment options to the right have potentially less inflation risk and more investment risk

SHORT-TERM INVESTMENT	BOND	STOCKS AND BONDS	STOCKS				
Money Market	**Bond**	**Balanced/ Hybrid**	**Domestic Equities**			**International/ Global**	**Specialty**
Government Fidelity® Investments Money Market Government Portfolio Institutional Class	**Diversified** Dodge & Cox Income Fund Class X	PC(USA) Socially Responsible Balanced Fund	**Large Value** Allspring Special Large Cap Value Fund - Class R6	**Large Blend** Fidelity® 500 Index Fund PC(USA) Socially Responsible U.S. Equity Fund **Mid Blend** Fidelity® Extended Market Index Fund	**Large Growth** Fidelity® Growth Company Fund Class K	**Diversified** Fidelity® Diversified International Fund Class K Fidelity® Global ex U.S. Index Fund	Fidelity® Real Estate Investment Portfolio

This spectrum, with the exception of the Domestic Equity category, is based on Fidelity's analysis of the characteristics of the general investment categories and not on the actual investment options and their holdings, which can change frequently. Investment options in the Domestic Equity category are based on the options' Morningstar categories as of 04/30/2026. There may be a number of funds in each category and each may have a significantly different risk profile as compared to other funds within that category as well as compared to funds in other categories on the spectrum. Morningstar categories are based on a fund's style as measured by its underlying portfolio holdings over the past three years and may change at any time. These style calculations do not represent the investment options' objectives and do not predict the investment options' future styles. Investment options are listed in alphabetical order within each investment category. Risk associated with the investment options can vary significantly within each particular investment category and the relative risk of categories may change under certain economic conditions. For a more complete discussion of risk associated with the mutual fund options, please read the prospectuses before making your investment decisions. The spectrum does not represent actual or implied performance.

Fidelity Government Mutual Fund Money Market: ***You could lose money by investing in a money market fund. Although the fund seeks to preserve the value of your investment at $1.00 per share, it cannot guarantee it will do so. An investment in the fund is not a bank account and is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. Fidelity Investments and its affiliates, the fund's sponsor, is not required to reimburse money market funds for losses, and you should not expect that the sponsor will provide financial support to the fund at any time, including during periods of market stress.*** Fidelity's government and U.S. Treasury money market funds will not impose a fee upon the sale of your shares.

Stock markets are volatile and can fluctuate significantly in response to company, industry, political, regulatory, market, or economic developments. Investing in stock involves risks, including the loss of principal.

Investing in bonds involves risk, including interest rate risk, inflation risk, credit and default risk, call risk, and liquidity risk.

What is the Roth 403(b) Contribution Option?

A Roth contribution is available to employees who participate in the 403(b) plan. For payroll purposes, Roth contributions are treated as after tax. This feature will allow participants to make Roth contributions to their plan while taking their earnings completely **tax-free** at retirement—as long as the withdrawal is a qualified one. A qualified withdrawal is one that can be taken five tax years after the year of the first Roth contribution *and* after the participant has attained age 59½, has become disabled, or has died.

If you qualify to make traditional 403(b) contributions, you are eligible for a Roth 403(b) contribution.

How does a Roth 403(b) contribution option work?

You elect an amount of your salary that you wish to contribute to the Roth source, just as you would for your traditional 403(b). The contribution is based on your eligible compensation, not on your net pay—for example, if your total annual eligible compensation is $40,000 per year and you elect a 6% deferral amount, then $2,400 per year would go into your Roth 403(b) account.

Unlike your traditional 403(b) pretax contribution, with a Roth 403(b) contribution, you pay the taxes now on the contributions you make—but later your earnings are all tax-free, if you meet certain criteria.

Example: Sally earns $40,000 and has elected to put 6% toward her Roth 403(b) contributions and 6% toward her traditional 403(b) pretax contributions on a monthly basis.

	ROTH 403(b)*	TRADITIONAL 403(b)*
Sally's monthly contribution into each account	$200	$200
Sally's reduction in take-home pay	$200	$156

*This hypothetical example is based solely on an assumed federal income tax rate of 22%. No other payroll deductions are taken into account. Your own results will be based on your individual tax situation.

Your combined Roth and traditional pretax 403(b) contributions cannot exceed the IRS limits for the year.

Would a Roth 403(b) contribution option benefit me?

The potential benefits of Roth 403(b) contributions really depend on your personal situation, but are mainly focused on your existing tax rate and your anticipated tax rate at the time of retirement. If you are contributing to a Roth, you are giving up a tax break today for a tax break in the future.

Therefore, a Roth contribution might benefit you if your tax rate in retirement were **higher** than it had been during the years you contributed.

If your tax rate were **lower** in retirement, then a traditional 403(b) might be more beneficial to you than the Roth option. Talk with a tax professional for more information on how to determine if Roth 403(b) contributions are right for you.

Is a traditional pretax 403(b) still beneficial?

Yes. For many participants, a traditional pretax 403(b) will still be the most beneficial type of retirement savings plan. We do not know what the future holds regarding tax rates. Therefore, it is not possible to predict with certainty which type of 403(b) savings will be most beneficial to a participant.

Remember, because Roth 403(b) contributions are made after tax, you may take home less money in your paycheck than you would if you contributed to a traditional pretax 403(b).

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THE BOARD OF PENSIONS
OF THE PRESBYTERIAN CHURCH (U.S.A.)

Retirement Savings Plan
Salary Deferral Agreement

Employees, return this completed form to your employer and retain a copy for your records.

If you are enrolling as a new participant, in addition to completing this form, log in to Benefits Connect, the benefits website of the Board of Pensions, at **pensions.org/benefitsconnect**. In Benefits Connect, indicate you want to participate in the Retirement Savings Plan of the Presbyterian Church (U.S.A.). You will then receive an email from Fidelity Investments, the plan record keeper, with instructions for setting up your Fidelity account and specifying your investment choices. (If you do not use Benefits Connect to elect benefits, your employer will tell you how to initiate this process.) If you have questions, please call the Board of Pensions at 800-PRESPLAN (800-773-7752) (TTY: 711) or Fidelity at 800-343-0860 (mention plan #57887).

Your Salary Deferral Agreement is a written, legally binding agreement between you and your employer. It is an agreement whereby you direct your employer to reduce compensation not yet currently available by a specific percentage. Your employer then sends this amount to your account in the Retirement Savings Plan. You may change or cancel the percentage of your salary deferral contributions at any time for compensation not yet currently available. Your current Salary Deferral Agreement will continue until you sign a new agreement.

Participant's information

Name *(first, middle, last)*		
Address		
City	State	ZIP
Phone		
Employer		

I am:

☐ A new participant in the Retirement Savings Plan.
(Complete Contributions section.)

☐ Changing my contribution amount. Effective date *(mm/dd/yyyy)*: _____
(Complete Contributions section.)

☐ A former participant in the Retirement Savings Plan who is restarting contributions. Effective date *(mm/dd/yyyy)*: _____
(Complete Contributions section.)

☐ Ending/suspending contributions. Effective date *(mm/dd/yyyy)*: _____
(Complete Employee/Employer Authorization section. Do not complete Contributions section.)

Complete this form and return it to your employer.
Questions? Call the Board at 800-PRESPLAN (800-773-7752) (TTY: 711).

THE BOARD OF PENSIONS
OF THE PRESBYTERIAN CHURCH (U.S.A.)

Retirement Savings Plan
Salary Deferral Agreement

Contributions

NOTE: Employees working for a congregation or employer in Puerto Rico are not eligible to make Retirement Savings Plan contributions.

Pretax deferral contributions

☐ I hereby authorize my employer to deduct the following percentage amount per pay period as pretax salary deferral contributions: _____ %. I understand that this amount can only be changed by submitting a new Salary Deferral Agreement.

Roth after-tax deferral contributions

☐ I hereby authorize my employer to deduct the following percentage amount per pay period as Roth after-tax salary deferral contributions: _____ %. I understand that this amount can only be changed by submitting a new Salary Deferral Agreement.

Catch-up contributions

☐ I hereby authorize my employer to deduct the additional following percentage amount(s) per pay period as age-based, catch-up contributions. I hereby certify that I am age 50 or older (or will reach age 50 during this calendar year).

Pretax: _____ %

Roth after-tax: _____ %

☐ I hereby authorize my employer to deduct the additional following percentage amount(s) per pay period as age-based *super* catch-up contributions. I hereby certify that I am age 60-63 (or will reach age 60 during this calendar year). In the calendar year I turn 64, my age-based *super* catch-up contributions will return to the age 50 catch-up contribution limits.

Pretax: _____ %

Roth after-tax: _____ %

☐ I hereby authorize my employer to deduct the additional following percentage amount(s) per pay period as service-based catch-up contributions. I hereby certify that I have worked at least 15 years with a congregation or employer of the Presbyterian Church (U.S.A.) and that I have not exceeded the lifetime maximum for 15-years-of-service catch-up contributions. If age 50 or older, I understand that these 15-years-of-service catch-up contributions will be deducted before any age-50 catch-up contributions (see above).

Pretax: _____ %

Roth after-tax: _____ %

Beginning date of contributions *(mm/dd/yyyy)*

The IRS limits the amount of compensation you can contribute annually to retirement plans. The limit includes contributions to all 403(b) and 401(k) plans for all employers for whom you have worked during a calendar year. In the event you exceed the annual limit, the excess will be returned to you and you will be responsible for applicable taxes. It is your responsibility to ensure that the contribution limit has not been exceeded as a result of contributions to any employer's plan. Your employer can provide you with the applicable limits for the current calendar year. Alternatively, you can call Fidelity at 800-343-0860 or visit pensions.org for information about contribution limits.

By signing this form, you permit the Board of Pensions, Fidelity, and your employer to share information regarding your account to ensure compliance with all applicable laws.

Employee signature	Date *(mm/dd/yyyy)*

Complete this form and return it to your employer.
Questions? Call the Board at 800-PRESPLAN (800-773-7752) (TTY: 711).

THE BOARD OF PENSIONS
OF THE PRESBYTERIAN CHURCH (U.S.A.)

Retirement Savings Plan
Salary Deferral Agreement

To be completed by employer

You (the employer) must remit to Fidelity all contributions withheld from employee earnings after the date of this agreement. Fidelity will credit contributions, when received, to the employee account.

By signing this form, you are:

1) verifying that it is complete and accurate

2) agreeing to remit the participant's contributions to Fidelity as soon as practicable but in no event later than 15 business days following the month in which contributions are withheld from the employee's pay

3) verifying that the amounts set forth above do not violate the applicable contribution limits for the current calendar year

4) agreeing to monitor the employee's contribution limits and to educate the employee on such limits

Authorized employer representative signature *(Cannot be the submitting employee)*	Date *(mm/dd/yyyy)*

Employee/employer authorization for ending or suspending contributions

Complete this section if you selected *Ending/suspending contributions* in the **Participant's information** section on page 1.
I hereby authorize the changes regarding my salary deferral contributions as indicated in this agreement.

Effective date of change(s) *(mm/dd/yyyy)*	
Employee signature	Date *(mm/dd/yyyy)*
Authorized employer representative signature *(Cannot be the submitting employee)*	Date *(mm/dd/yyyy)*

This form is provided by The Board of Pensions of the Presbyterian Church (U.S.A.). Fidelity Investments is not responsible for its content.

Complete this form and return it to your employer.
Questions? Call the Board at 800-PRESPLAN (800-773-7752) (TTY: 711).

This document provides only a summary of the main features of the Retirement Savings Plan of the Presbyterian Church (U.S.A.) and the Plan Document will govern in the event of discrepancies.

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THE BOARD OF PENSIONS
OF THE PRESBYTERIAN CHURCH (U.S.A.)

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