

PLAN HIGHLIGHTS

THE TIER IV DEFINED CONTRIBUTION PLAN

Eligibility

If you are a Tier IV employee who was hired on or after July 31, 2017, and are enrolled in Tier IV of the State Employees Retirement System (SERS) or the Tier IV Hybrid Plan.

If you are a Tier 4S employee who was hired on or after July 31, 2017, without having been previously employed by the State of Connecticut, or a former State employee hired as a substitute instructor where all of the following apply:

1. You are not vested in any SERS plan in which you were previously a member.
2. You were separated from State service before being hired as a substitute instructor.
3. The period of your separation from State service lasted at least:
 - a. Five years.
 - b. The length of the period of your vesting service before the separation, whichever is greater.
4. You were hired as a substitute instructor in the State Department of Education's Connecticut Technical Education & Career System (CTECS) on or after July 31, 2017.

Administration fee

0.0285% annually (for example, a participant with a \$10,000 account balance would pay an annual fee of \$2.85)

Contributions

If you are a Tier IV employee, you must contribute 1% of your pay. The State will also contribute 1% to your account.

If you are a Tier 4S employee, you must contribute 2% of your pay. The State will also contribute 1% to your account.

Employee contributions are vested immediately. Employer contributions are 100% vested after you have completed three years of service.

Contribution limit

The 2026 IRS Annual Compensation Limit is \$360,000. Contributions will automatically stop once the applicable limit is reached. This limit is not aggregated with the contribution limits for the 403(b) and 457 plans.

Fund transfers

Currently, there are no restrictions on transfers among investment options (subject to any excessive trading policies in place).

Rollovers

The plan accepts rollovers from 401, 403(b), and 457(b)* governmental plans and traditional IRAs. The plan does not accept rollovers of after-tax dollars. Rollover assets may be withdrawn without a distributable event. Rollover assets will be subject to an Internal Revenue Code (IRC) 10% premature distribution penalty tax unless an IRC exception applies. Consider all your options, including taxes, fees and expenses, before moving money between accounts. Assess all benefits of current accounts before moving money.

* Governmental 457 funds rolled into another type of plan or account may become subject to the 10% early withdrawal penalty if taken before age 59½. Assess benefits of current accounts before moving money.



Loans	Loans are not available.
Distributable events	<ul style="list-style-type: none">• Separation from service or retirement• Death• Divorce (for an alternate payee under a qualified domestic relations order)
IRC 10% premature distribution penalty tax on distributions prior to age 59½	The 10% premature distribution penalty tax applies to distributions taken before you reach age 59½, unless an IRC exception applies.
Required minimum distributions	You must begin pre-tax distributions by April 1 following the calendar year in which you reach age 73 or retire, whichever occurs later.
Payment options	Upon separation from service or retirement, you may elect to leave assets in the plan or use one of the payment options below. <ul style="list-style-type: none">• Partial or lump-sum withdrawal• Systematic withdrawal option—specified period or specified amount• IRC – required minimum distribution• Roll over to another eligible retirement plan or IRA

▶ **For information about your plan, call 844-505-SAVE (844-505-7283) or visit CTDCP.com.**



Amounts withdrawn are subject to income taxes and plan restrictions. Neither Empower nor any of its affiliates provide tax or legal advice for which you should consult your qualified professional.

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