Benefits *from the heart*

Supplemental Savings Plan

Pick Your Path: Pre-Tax or Roth After-Tax

Parkland



Pre-tax or Roth after-tax — which contributions are right for you? The Supplemental Savings Plan lets you save both ways. Read on to learn more. Then, consult your tax advisor and check out the tools on **MillimanBenefits.com**.

What Are the Different Tax Advantages?

Pre-tax and Roth after-tax accounts offer different tax advantages.

- **Pre-tax contributions** are deducted from your paycheck **before** income taxes are withheld, so you lower your taxes every pay period. You pay taxes on these contributions and earnings later when you withdraw them from the Supplemental Savings Plan.
- **Roth after-tax contributions** are deducted from your paycheck **after** income taxes are withheld. So you're paying your taxes up front. At retirement, qualified distributions come out tax free.

What's a Qualified Distribution?

With a qualified distribution, you never pay taxes on the earnings. A qualified distribution means:

- You have your Roth after-tax account open for at least 5 years, **and**
- You take your distribution after age 59½ or due to death or disability.

MILLIMAN@PARKLAND MEETING CAN HELP YOU PLAN FOR YOUR FUTURE

Meet with the Milliman@Parkland representative to get help planning for retirement. To schedule your appointment, go to **http://milliman3.fullslate.com** or send an email to parkland@milliman.com.

How Much Can You Save?

If you're under age 50, you can save up to the 2026 IRS limits of $49,000 — a combined limit for pre-tax and Roth after-tax contributions. If you'll be age 50 or older in 2026, you can make additional catch-up contributions of up to $16,000 for a total maximum contribution of $65,000. These IRS limits are double the limits of traditional 401(k) or 403(b) plans because you can also make 457(b) contributions to the Supplemental Savings Plan.

The IRS annual limits are not plan-specific. When deciding how much to contribute, take into account any contributions you have made to another employer's plan for the year. If you have contributed to another employer's qualified plan this year, notify Milliman immediately at (800) 995-2608.

MILLIMAN HAS AN APP FOR THAT

Stay up to date with Parkland's retirement program. Download the Milliman Mobile Benefits app from the App Store or Google Play.

Office of Talent Management

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How Do You Decide?



It's up to you to decide which kind of contributions will work best for you. Here are a few things to consider.

Pre-tax contributions may make sense if you:

- Need a current-year tax break.
- Expect to be in a lower tax bracket during retirement.
- Would be forced to save less if you didn't get the tax savings on pre-tax contributions.

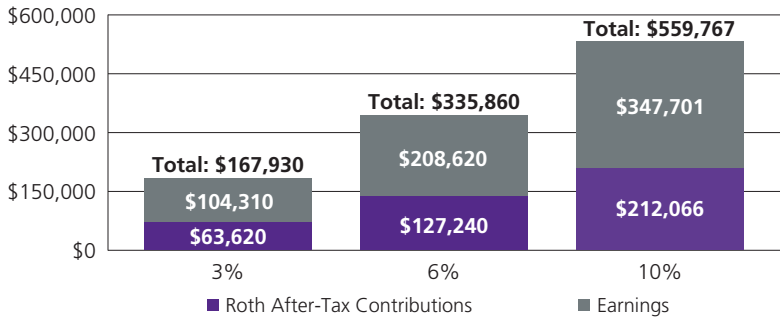
Roth after-tax contributions may make sense if you:

- Are in a low tax bracket and don't mind paying taxes up front.
- Hope to avoid taxes on Social Security if applicable (unlike pre-tax contributions, distribution income for Roth after-tax contributions is not included in the Social Security taxation calculation).
- Are a high earner and not eligible to make Roth Individual Retirement Account (IRA) contributions.
- Want to pass on some of your account to your heirs (qualified distributions from an inherited Roth after-tax account won't be subject to income tax).

Remember, you can choose to split your contributions between both pre-tax and Roth after-tax contributions, and you can change your future contributions from year to year.

Roth After-Tax Contributions in Action: An Example*

This example shows how Roth after-tax contributions can grow over time. With a qualified distribution, the entire amount makes it to your pocket; you pay no taxes on the earnings. That's the beauty of Roth after-tax contributions. The gray portion of the bar represents the earnings on your Roth after-tax account. As you can see, over time those earnings can really add up — which means a lot of money that will never be taxed if withdrawn as part of a qualified distribution.



*Assumptions: $60,000 salary, 27 years until retirement, 2% annual raise and a 7% rate of return compounded annually.

Online Roth Calculator Tools Help You Decide

The calculators on **MillimanBenefits.com** can help you analyze your savings approach. To access these planning tools, click on "Financial Wellness" located at the top of each page. Then, click on "Calculators" under Resources along the left side of the page.

ACCESS YOUR ACCOUNT

- **Website:** Visit **MillimanBenefits.com** (choose your language preference).
- **Milliman Mobile Benefits App:** Download from the App Store or Google Play. You can even enroll from the app.
- **Benefits Service Center:** Use Web Chat on **MillimanBenefits.com**. Representatives are available Monday through Friday from 7 a.m. to 7 p.m. Central time.

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Benefits *from the heart*

Your Retirement Benefits Program

Get Your RISE Score

Parkland



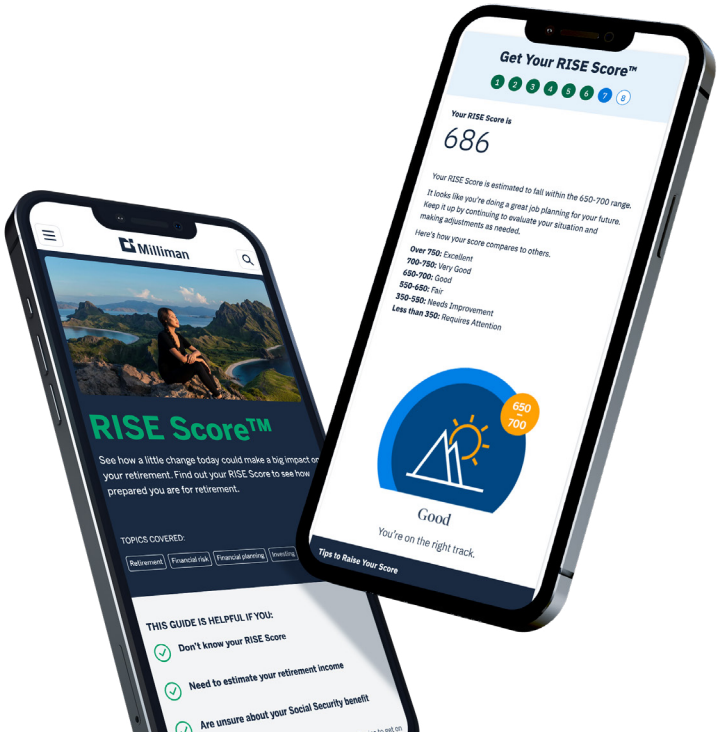
Monitor Your RISE Score Progress at MillimanBenefits.com

The Retirement Income Security Evaluation Score (RISE Score™) is like a credit score for retirement.

The score considers current information from your retirement plan and additional data that you provide. In the end, this powerful tool assesses how financially prepared you are for retirement. Knowing your RISE Score helps you understand financial risks and boosts your retirement confidence.

When getting your RISE Score, you'll see:

- The potential value of your portfolio at the point of your retirement and the estimated monthly income your portfolio may provide based on three market performance scenarios
- A simple illustration of what your score means
- Personalized tips to raise your score, including adjustments to your savings amount, expenses, retirement age, etc.
- "Take Action" links that will take you out of RISE and allow you to make contribution or investment changes to your retirement plan at Milliman directly on **MillimanBenefits.com**.



RISE IS DIFFERENT

Your RISE Score measures various factors that will impact your financial security.

Insight. RISE goes beyond calculating monthly income when you retire by projecting important financial risks in retirement.

Healthcare. RISE considers that inflation on healthcare expenses is expected to be higher than other inflation.

Longevity. You may live significantly longer than the average and run short of income if your retirement planning considers only average life span. RISE looks at many longevity scenarios, some longer and some shorter than the average.

Markets. The markets may perform better or worse than average during your retirement. RISE considers all possible market results, including worse than average.

Behavior. If you take withdrawals from your portfolio when the market is in a downturn, the impact on your portfolio will be more significant. RISE evaluates potential timing of withdrawals and the impact on your portfolio.

How To Get Your RISE Score

When you log in to **MillimanBenefits.com**, you can get your RISE Score from the Account Overview menu. Click "Update Your Score" under "Retirement Readiness Powered by RISE" to begin. In addition to the retirement plan information already included to calculate your score, you can enter other personal information, assumptions and planning preferences. To get a meaningful RISE Score, consider adding the following:

- Other pre-retirement income and/or other investment accounts
- Your investment approach (conservative, moderate or aggressive)
- Expected retirement income, such as a pension payment, monthly annuity and Social Security
- Projected monthly expenses in retirement

You'll see your RISE Score each time you visit **MillimanBenefits.com**. You can get a new score at any time by updating the information you provided.

Why does my RISE Score matter?

Your RISE Score measures how prepared you are to address the financial risks you will face in retirement. Developed by Milliman, this state-of-the-art metric is expressed as a single number, similar to a credit score. Knowing your RISE Score can help you figure out if you're on the path to a secure retirement or if you need to make some changes. This score takes into consideration all financial risks, including:

- How the securities market might perform over time
- How interest rates may change
- How inflation impacts expenses for living and healthcare differently
- How long you may live and need retirement income

Your score helps estimate your expenses and projects what your total portfolio value may be at the start of retirement.

Armed with this information, you can make choices to help address these risks and make your retirement more financially secure.

What does my score mean?

The "Your score explained" screen can help you understand your score. Like a credit score, your RISE Score may change. As you improve your retirement security over the course of your working career, you will see the improvements reflected in your score.

What if I'm not happy with my score?

Using the provided smart tips, you can take action to improve your score. For example, you could increase your saving rate, add automatic increases, change your investment strategy or extend your retirement date. Adjust the sliders in Step 8 to see illustrations of how these changes may impact your score.

How do I update my information?

RISE will store your previous information; you can go back to update it at any time. Each time you review your RISE Score, the system will reflect any new data you enter as well as any updated information that we have (for example, your current age). Update your information regularly and track your RISE Score over time.

Milliman does not use or sell the information you enter in RISE. It is used solely to calculate your RISE Score.

POTENTIAL SCORE RANGES

Over 750: Excellent
700–750: Very Good
650–700: Good
550–650: Fair
350–550: Needs Improvement
Less than 350: Requires Attention

The information, products, or services described or referenced herein are intended to be for informational purposes only. This material is not intended to be a recommendation, offer, solicitation or advertisement to buy or sell any securities, securities related product or service, or investment strategy, nor is it intended to be relied upon as a forecast, research, or investment advice. The products or services described or referenced herein may not be suitable or appropriate for the recipient. Investment involves risks. Any discussion of risks contained herein with respect to any product or service should not be considered to be a disclosure of all risks or a complete discussion of the risks involved.

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Benefits *from the heart*

Plan for the Future

Organize Your Financial Documents

Parkland



Road Map: Items To Include in Your Financial Organizer

An important part of managing your personal finances is keeping your financial records organized. Use this list to gather important documents to serve as a road map for you and your loved ones.

1 LIST OF ACCOUNTS

Include account numbers, company, phone number, beneficiaries and login credentials.

- Bank/savings accounts and Certificates of Deposit (CDs)
- Investment accounts
- Retirement accounts
- College savings accounts like a 529
- Health savings accounts (HSAs) or flexible spending accounts (FSAs)

2 SOCIAL SECURITY STATEMENT

3 LIFE INSURANCE/LONG-TERM CARE INSURANCE POLICY

4 ESTATE PLANNING DOCUMENTS

- Financial power of attorney
- Medical power of attorney
- Living will or medical directive
- Will and trust
- Funeral instructions: burial or cremation, organ donation, service, etc.
- Contact information of trusted advisors or executor

5 REAL ESTATE/RENTAL INFORMATION

6 LIST OF PERSONAL PROPERTY

Vehicles, jewelry, etc.

7 LIST OF INCOME SOURCES

W-2, 1099s, Social Security, pension

8 MONTHLY BILLS

- If you pay your bills online, include websites with usernames and passwords.
- If you pay your bills using a paper filing system, provide direction on where to locate the files.

9 CREDIT CARD INFORMATION

Include card number, company and phone number

10 LOAN PAPERWORK

Car loans, student loans, personal loans, etc.

11 EMPLOYMENT CONTACT INFORMATION

Company name and manager contact information

ORGANIZATION TIPS

- Use a large 3-ring binder or your purple Parkland "Plan for Your Future" folder to store important financial information.
- Only keep the most recent copy of your information in your financial organizer.
- Store the organizer in a safe, secure and fire-resistant location.
- Provide location to a close relative and estate executor.

The information provided is for education purposes only and is not intended as tax or legal advice. Always check with a legal and or tax professional to determine the appropriateness of any specific lifetime and/or legacy planning solution. Tax laws vary from state to state and are subject to change at any time.

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