



Plan Highlights

Profit Sharing Plan for River Valley Bancorporation, Inc. and Related Employers

Plan Year	January 1 through December 31
Eligibility Requirements	Length of Service: 30 days Age: 21
Plan Entry Dates	After completion of the above requirements, eligible employees may begin participation in the 401(k) plan on the first day of the month upon meeting eligibility requirements.
Employee Contributions	Pretax and/or Roth contributions up to IRS maximum. Contributions are processed through payroll deduction. Changes to deferral percentages can be made as of the first day of any payroll period. You will be able to contribute an additional catch-up amount over the annual limit if you are at least 50 years old by 12/31 of the current year. Contact your benefits manager to see if you qualify.
Employer Contributions	All employer contributions are discretionary and determined by IncredibleBank each year. Employer contributions are always pretax. Currently the match is 50% of the first 8% of pay you contribute.
Rollovers	Your plan accepts rollovers from a prior employer's qualified plan or transfers from traditional (pre-tax only) Individual Retirement Accounts as of your date of hire.
Investment Options	Participants are allowed to direct the investment of their contributions and Company contributions. Investment elections may be changed anytime by accessing your Fidelity account on the web.
Vesting	Employee Salary Deferral Contributions and Rollovers are always 100% vested. Profit Sharing and Matching contributions are subject to the following vesting schedule: 33% after 1 year of service, 66% after 2 years, and 100% after 3 years of service.
Automatic Enrollment	Employees who do not make an election upon eligibility will automatically be set up to contribute 6%. Please see the automatic enrollment notice for further information.
Distributions and Withdrawals	Funds are available from the plan at: <ul style="list-style-type: none">• Inservice withdrawals – Age 59 ½• Death/Disability• Termination of Employment• Financial Hardship IRS rules apply—Employee contributions only• Plan Loans• Rule of 55 – if you retire in year in which attain age 55 (or after), may make penalty free withdrawals Call Fidelity to initiate any withdrawal from your plan. Distributions prior to age 59 1/2 may be subject to an additional 10% tax.
Employee Statements	On demand account statements are accessible within the Fidelity web.
Further Assistance	Hays Financial Group is your designated 401(k) Financial Advisor. They are available to assist with questions regarding the onboarding of your plan, account rollovers, or investment related services. 844.714.7634 or https://calendly.com/hays-financial-group

This information is provided for your convenience. Please see your Summary Plan Description for more complete details. Should there be any conflict between this summary and the plan document, the terms of the plan will control.