

CVTD BOARD MEETING AGENDA December 11, 2024

Notice is hereby given that the Cache Valley Transit District will hold its regular meeting beginning at: 5:30 pm on Wednesday, December 11, 2024. The meeting will be at the Bridgerland Technical College, 1301 N 600 W Logan, Utah, Community Room 840. The public may also participate via the link below.

Estimated time of
consideration

5:30 PM **BOARD MEETING AGENDA**

1. Call to Order
2. Pledge of Allegiance
3. Consent agenda
 - a - approval of agenda
 - b - approval of minutes - November 20, 2024
 - c - next meeting - January 22, 2025 at the Logan Library**
4. Public comments

5:35 PM 5. **Board Business**

- A. Presentation of FY2025 budget - Curtis Roberts, Administration Director
- B. Public hearing on FY2025 budget - Patrick Jenkins, Board Chair
- C. Consideration of FY2025 budget - Patrick Jenkins, Board Chair
- D. Consideration of retirement plan update - Curtis Roberts, Administration Director
- E. Election of 2025 Chair and Vice Chair - Patrick Jenkins, Board Chair

6:15 PM 6. **Management Report**

6:30 PM 7. **Board Chair Report**

- A. Recognition of employee anniversaries
8. Public comments

6:40 PM 9. **Adjourn**

The public may join the meeting by calling: 1-669-900-9128 and using the following meeting ID and passcode. Meeting ID: 878 2690 2078 Passcode: 919386

The public may join the meeting by pasting the meeting Link below into their browser:
<https://us02web.zoom.us/j/87826902078?pwd=QmxiV1JONCtKVfDHSXFGWks5MzFWdz09>

1 **Regular Board Meeting Minutes**
2 **Cache Valley Transit District**
3 **Wednesday, November 20, 2024**
4 **5:30 pm**
5 **Bridgerland Technical College**
6 **1301 North 600 West, Logan, Utah**
7 **Room 840**

8
9
10 *Present:* Patrick Jenkins, Lieren Hansen, Ron Bushman, Flor Estrada, David Geary, Glen
11 Schmidt, and Shaun Bushman

12
13 *Excused:* Mike Arnold and Jeff Turley

14
15 *Others:* Todd Beutler, Mindy Spackman, and Charise VanDyke

16
17 **Regular Meeting Agenda**

- 18
19 1. *Call to order:* Board Chair Patrick Jenkins
20
21 2. Pledge of Allegiance led by Lieren Hansen
22
23 3. Consent Agenda: Patrick Jenkins asked for a motion to approve the consent agenda.
24 Dave Geary moved; Lieren Hansen seconded. Vote unanimous. Curtis Roberts was
25 unable to make it to the meeting, so Mindy Spackman and Todd Beutler will be
26 presenting on his behalf.
27 A. Approval of Agenda
28 B. Acceptance of Minutes – October 23, 2024
29 C. Next Board Meeting – December 11, 2024
30
31 4. Public comments: No questions or comments.
32

33 **Board Business**

- 34 5. **Board Business:**
35 A. Presentation of 3rd quarter financial report - Glen Schmidt, Finance Committee
36 Chair: The budget is going as expected. Some equipment that was purchased for
37 maintenance for the new facility came in at a lower cost than was expected; it will
38 be reclassified from capital to a non-capital line (maintenance) if needed (if it is
39 needed it will be brought to the Board).
40
41 B. Presentation of FY2025 tentative budget - Curtis Roberts, Administration
42 Director: The Board has been going through the budget since August. Opened to

43 the Board for any further questions or discussion. Discussion about professional
44 associations. The executive team already went through and filtered out less useful
45 professional associations and kept the programs and associations that add value
46 and provide funding opportunities for the District.
47

48 C. Presentation of capital plan - Curtis Roberts, Administration Director: There will
49 be around 7 million dollars in the fund balance after the facility is finished; this
50 capital projects plan shows how those funds will be used in the future. The
51 District is in a cash intensive industry; to go after federal grants it is better to have
52 cash in hand (it is one of the reasons the District has been so successful with
53 grants). When the District went after the 18 million dollars for the facility we had
54 cash in hand for the match – it put the District in a stronger position to then secure
55 that funding (others hadn't even secured the funding). We've identified the
56 ongoing costs for capital projects that are needed to run the District for the next
57 five years (vehicle replacements, maintenance, etc.); the matching funds needed
58 for those projects are around 6 million dollars. The conceptual items go beyond
59 those 5 years and are things that the District is looking at depending on what is
60 found in the planning study, growth, direction of the board, etc.; these amounts
61 are conceptual. For example, the District may grow to the point where it is
62 financially more viable to have a small storage unit to store a couple of buses to
63 reduce deadhead miles. Discussion about transfer centers. Everything currently
64 comes in and out of the Transit Center; it may make sense to create a north and
65 south point for routes to transfer instead of going all the way to the transit center.
66 The Loop could then connect those points to the rest of the system. Discussion
67 about planning. The staff goes through a strategic planning process of 5, 10, and
68 15 years, so that there aren't surprise costs in the future. The 5-year horizon
69 matters from a procurement standpoint because there are contracts that go out for
70 5 years. Discussion about training simulators. Technology for simulators has
71 really progressed in the last few years (other agencies are also using them more),
72 which is why they are being considered. One of the challenges that the District
73 faces is when training a new bus driver, a senior bus driver is taken off route to
74 train them, which can lead to shift coverage issues. Whereas a simulator can help
75 with this; a simulator doesn't eliminate on-road training but could increase the
76 efficiency of training. A simulator can also be used to train on multiple real-life
77 scenarios and challenges. They could also be used to retrain drivers; for example,
78 if they keep hitting bus signs on the right side of their bus there can be simulations
79 tailored to this to practice and retrain. There are different levels of investment or
80 partnerships that could be explored, but the District is not at that stage of research
81 yet. Discussion about the new facility construction. The District didn't have to
82 draw as much from the fund balance because staff was able to get additional
83 funding (5 million dollars), the contractor didn't use as much of the contingency
84 budget as expected (which comes back to the District if it is not used), and the

85 cash wasn't drawn from the facility budget as quickly as expected (the District
86 was able to earn interest on that money because it was in the account for longer).

- 87
88 D. Consideration of FY2025 tentative budget - Curtis Roberts, Administration
89 Director: Shaun Bushman motioned to approve the FY2025 tentative budget.
90 Glen Schmidt seconded. No further discussion. Vote unanimous.

91
92 **6. Management Report:**

93 A. Update on zero emission bus study - Todd Beutler, CEO/General Manager: A
94 quick update. The zero-emission bus study is a study to look at what vehicle types
95 are currently available and do a peer review to gather information about those
96 vehicles in operation. The goal is to present the Board with the information
97 needed to determine what direction the District wants to take moving forward. A
98 presentation on this study will be in December or January.

99
100 B. Update on post route change survey - Todd Beutler, CEO/General Manager:
101 There were 17 responses to the follow-up survey about the realignment (changes
102 to routes 6, 7, and 8). Of those responses, between 75 to 90 percent of respondents
103 (depending on the route) said that the changes helped them or there was no
104 change (so mostly positive). There were 10 to 25 percent of respondents who said
105 that the change impacted them in a negative way. In response to the question
106 "How did you hear about the survey?" – they saw the information about the
107 survey in a variety of ways and covered all the communication methods we are
108 using (social media, announcements on the bus, on the app, etc.).

109
110 **7. Board Chair Report:**

111 A. Recognition of employee anniversaries - Patrick Jenkins, Board Chair: Employee
112 anniversaries include 12 years for Julie Barrett (driver) and 22 years for Dick
113 Coats (maintenance supervisor).

114
115 8. Public comments: No questions or comments.

116
117 9. **Adjourn:** Board Chair Patrick Jenkins adjourned the meeting.

Cache Valley Transit District
Comparative Presentation with TENTATIVE PROPOSED BUDGET

	2024 Budget	2024 Projected to Year-end	2025 Proposed Budget	Dollar Increase over 2024 Budget	Percentage Increase over 2024 Budget
Revenues:					
Sales tax	8,679,000	8,362,000	8,362,000	(317,000)	-3.65%
Federal and state grants	2,137,000	3,073,000	4,205,000	2,068,000	96.77%
Charges for services	100,000	96,000	108,000	8,000	8.00%
Interest income	300,000	645,000	210,000	(90,000)	-30.00%
Other	10,000	280,000	12,000	2,000	20.00%
Total operating revenues	11,226,000	12,456,000	12,897,000	1,671,000	14.89%
Expenditures:					
Operations:					
Salaries and benefits	6,847,000	6,042,000	7,460,000	613,000	8.95%
Professional fees	703,000	654,000	765,000	62,000	8.82%
Insurance	196,000	179,000	250,000	54,000	27.55%
Public outreach/Community engagement	40,000	28,000	35,000	(5,000)	-12.50%
Subscriptions and memberships	33,000	18,000	36,000	3,000	9.09%
Software	161,000	148,000	218,000	57,000	35.40%
Supplies	129,000	107,000	68,000	(61,000)	-47.29%
Fuel	1,072,000	765,000	960,000	(112,000)	-10.45%
Tires	139,000	135,000	141,000	2,000	1.44%
Training and travel	68,000	56,000	84,000	16,000	23.53%
Utilities	215,000	197,000	352,000	137,000	63.72%
Equipment purchases <\$5,000	53,000	38,000	721,000	668,000	1260.38%
Total operations	9,656,000	8,367,000	11,090,000	1,434,000	14.85%
Preventative maintenance					
Salaries and benefits	657,000	606,000	744,000	87,000	13.24%
Professional fees	11,000	9,000	11,000	-	0.00%
Parts and operating costs	466,000	476,000	446,000	(20,000)	-4.29%
Other maintenance costs	23,000	17,000	38,000	15,000	65.22%
Total preventative maintenance	1,157,000	1,108,000	1,239,000	82,000	7.09%
Facility maintenance					
Salaries and benefits	102,000	108,000	170,000	68,000	66.67%
Contracted services	120,000	116,000	163,000	43,000	35.83%
Other maintenance costs	87,000	78,000	110,000	23,000	26.44%
Total facility maintenance	309,000	302,000	443,000	134,000	43.37%
Total operating expenses	11,122,000	9,777,000	12,772,000	1,650,000	14.84%
Operating revenues less expenses	104,000	2,679,000	125,000		
Capital Activities					
Capital grants revenue	17,850,000	24,596,000	272,000		
Capital outlay					
Bus purchases	-	-	225,000		
Equipment and improvements	1,431,000	92,000	560,000		
Land and land improvements	26,750,000	24,380,000	750,000		
Net capital outlay	(10,331,000)	124,000	(1,263,000)		
Net income (loss)	(10,227,000)	2,803,000	(1,138,000)		
Planned use of fund balance for capital outlay	10,227,000		1,138,000		
Net change to equity after planned uses	-		-		

**CACHE VALLEY TRANSIT DISTRICT
RESOLUTION NO. 2024-01**

**BE IT RESOLVED BY THE CACHE VALLEY TRANSIT DISTRICT
THAT THE ATTACHED BUDGET BE ADOPTED FOR FISCAL YEAR 2025**

1. Fiscal Year 2025 Budget as attached

Budget Resolution Authorization

Reviewed by: Todd Beutler

General Manager

Date

Approved by: Patrick Jenkins

Board-Chair

Date

**PRE-APPROVED 401(a) PLAN for
GOVERNMENTAL ENTITIES
ADOPTION AGREEMENT #02010**

The undersigned Employer hereby adopts the Document Provider's Pre-Approved 401(a) Plan in the form of a non-standardized Plan, as set out in this Adoption Agreement and the Pre-Approved Defined Contribution Plan Document #02 and all completed Addendums, and agrees that the following definitions, elections and terms shall be part of such Plan. Where applicable, certain items have a Default Provision indicated below the item number that will apply if no election is made by the Employer.

Complete the sections of this adoption agreement that correspond with the plan type you are adopting as follows:

PLAN TYPE	SECTIONS FOR COMPLETION, IF APPLICABLE
<input checked="" type="checkbox"/> 401(a) Governmental Profit Sharing Plan	Parts 1, 2, 3; Addendums A, B, C, D, E
<input type="checkbox"/> 401(a) Governmental Money Purchase Plan	Parts 1, 2, 3; Addendums A, C, D, E

Note: Additional Addendums may be completed as appropriate.

PART 1: COMPLETE THIS PART 1 FOR ALL PLAN TYPES

EMPLOYER INFORMATION

1. Employer Name: Cache Valley Transit District
(This Plan is a Multiple Employer Plan Yes; No. If Yes, enter the name of the Plan Sponsor above and refer to Addendum C.)
Address: 754 West 600 North
City: Logan State: UT Zip Code: 84321 Phone: 435-752-2877

2. Contact Person: Curtis Roberts Phone: 435-713-6963 Email: croberts@rideconnectutah.gov

3. Trustee/Custodian: T Rowe Price

4. Employer's Taxable Year Ends: _____ (month)/12/31 (day) (e.g. 12/31)

5. Employer Identification Number (EIN): 56-2414341

6. The Plan Administrator shall be:
 (a) The Employer
 (b) Other (specify name, address, phone): _____
Default – (a)

7. The type of entities that may participate in the Plan shall include only Governmental Entities. Confirm this is a governmental entity by checking the box .

PLAN INFORMATION

8. Document Provider: PenServ Plan Services, Inc.
Address: 420 Dresher Road, Horsham, PA 19044 Phone: 215-444-9812 E-mail: plandocuments@penserv.com

9. Name of Plan: Cache Valley Transit 401(a) Profit-Sharing Plan

10. 3-Digit Plan Number: _____ 11. Business Code (see Form 5500 Instructions): N/A

12. This Plan shall be governed by the laws of the state or commonwealth where the Employer's (or in the case of a corporate Trustee, such Trustee's) principal place of business is located unless another state or commonwealth is specified: _____

13. Effective Date: The Employer has completed and signed this Adoption Agreement in order to:

		Initial Effective Date	Amendment/Restatement Effective Date
<input type="checkbox"/> (a)	Establish a new plan (not earlier than the 1 st day of current Plan Year)	_____	Not applicable
<input checked="" type="checkbox"/> (b)	Restate a plan previously adopted by the Employer (The restated effective date should not be earlier than the first day of the Plan Year in which the plan is restated.)	<u>7/1/2010</u>	<u>1/1/2025</u>
<input type="checkbox"/> (c)	Amend a plan previously adopted by the Employer (Amendments made, if applicable: _____)	_____	_____
<input type="checkbox"/> (d)	Merger, amendment and restatement of the _____ Plan and the _____ Plan into the _____ Plan	(surviving Plan)	(merger)
<input type="checkbox"/> (e)	Restatement of the _____ Plan, AND a restatement of the _____ Plan, AND a merger of the _____ Plan into the _____ Plan	_____	_____
<input type="checkbox"/> (f)	Amendment of a Plan to a wasting Trust	_____	_____

<input type="checkbox"/> (g)	If the plan contains a Cash or Deferred Arrangement (CODA), the effective date of the CODA (cannot be earlier than the first day the CODA is adopted)	_____	_____
14. Plan Year			
<input checked="" type="checkbox"/> (a)	The calendar year		
<input type="checkbox"/> (b)	The 12-consecutive month period beginning on _____		
<input type="checkbox"/> (c)	An initial short Plan Year beginning on _____ and ending on _____ and thereafter the 12-consecutive month period beginning on _____ and ending on _____		
<input type="checkbox"/> (d)	A short Plan Year beginning on _____ and ending on _____		
Default (a)			
15. Limitation Year			
<input checked="" type="checkbox"/> (a)	The Plan Year		
<input type="checkbox"/> (b)	The calendar year		
<input type="checkbox"/> (c)	The 12-consecutive month period beginning on _____		
<input type="checkbox"/> (d)	An initial short Plan Year beginning on _____ and ending on _____ and thereafter the 12-consecutive month period beginning on _____ and ending on _____		
<input type="checkbox"/> (e)	A short Plan Year beginning on _____ and ending on _____		
Default (a)			
16. Valuations Date(s)			
<input checked="" type="checkbox"/> (a)	Daily		
<input type="checkbox"/> (b)	Last day of the Plan Year		
<input type="checkbox"/> (c)	Last day of the following months of the Plan Year: _____; or		
<input type="checkbox"/> (d)	Other (not less frequently than annually): _____		
Default (a)			
17. Compensation provisions. For purposes of Sections 12.09 (Employer Allocations) and 12.39 (415 Compensation) of the Plan, the following definitions will apply:			
(a)	Compensation shall mean all of each Participant's:		
	<input checked="" type="checkbox"/> (1)	Form W-2 wages	
	<input type="checkbox"/> (2)	Section 3401 wages	
	<input type="checkbox"/> (3)	415 safe harbor compensation	
	(A)	Such Compensation <input type="checkbox"/> (i) includes; <input type="checkbox"/> (ii) does not include such amounts which are actually paid to the Participant during the Plan Year and includes employer contributions made pursuant to a salary reduction agreement which are not includible in the gross income of the Employee under sections 125, 132(f)(4), 402(e)(3), or 402(h)(1)(B) of the Code.	
	(B)	Amounts received by an Employer pursuant to a nonqualified unfunded deferred compensation plan <input type="checkbox"/> (i) shall; or <input type="checkbox"/> (ii) shall not be considered Compensation in the year the amounts are actually received. Such amounts may be considered Compensation only to the extent includible in gross income.	
Default (1)			
(b)	Compensation shall be determined over the following Determination period: <input checked="" type="checkbox"/> (1) the Plan Year; or <input type="checkbox"/> (2) a consecutive 12-month period ending with or within the Plan Year. Enter the day and the month this period begins: _____ (day) _____ (month). For Employees whose employment commencement date is less than 12 months before the end of the 12-month period designated, compensation will be determined over the Plan Year. Default (1)		
(c)	For purposes of allocating Employer Contributions, Compensation <input type="checkbox"/> (1) shall <input checked="" type="checkbox"/> (2) shall not include amounts paid prior to a Participant's Entry Date. Default (1)		
(d)	Amounts earned but not paid during the Limitation Year solely because of the timing of pay periods and pay dates: <input type="checkbox"/> (1) shall <input checked="" type="checkbox"/> (2) shall not be included in Compensation for the Limitation Year, provided the amounts are paid during the first few weeks of the next Limitation Year, the amounts are included on a uniform and consistent basis with respect to all similarly situated employees, and no compensation is included in more than one Limitation Year.		
(e)	(1)	The provisions of the Plan regarding the inclusion of certain post-severance Compensation in the definition of Compensation shall apply in Limitation Years beginning after (enter year): <u>2010</u> .	

	(2)	Compensation <input checked="" type="checkbox"/> (A) shall <input type="checkbox"/> (B) shall not include amounts paid within 2 ½ months after severance from employment (or the end of the Limitation Year that includes the date of severance) for unused accrued bona fide sick, vacation or other leave that the Employee would have been able to receive if employment had continued; and amounts received by an Employee pursuant to a nonqualified unfunded deferred compensation plan which would have been paid at the same time if employment had continued, but only to the extent includible in gross income.		
	(3)	Compensation shall include post-severance Compensation paid to:		
		<input type="checkbox"/> (A)	Any Participant who is permanently and totally disabled (Check this box only if salary continuation applies to all Participants who are permanently and totally disabled for a fixed or determinable period.)	
		<input type="checkbox"/> (B)	Any permanently and totally disabled Participant who immediately before becoming disabled, was not a Highly Compensated Employee	
(f)	(1)	In computing a Participant's Compensation (as defined under Section 12.09 of the Plan), the following shall be excluded:		
			All Contributions	Nonelective Contributions
		<input type="checkbox"/> (A)	No exclusions. All compensation will be included.	<input type="checkbox"/>
		<input type="checkbox"/> (B)	Elective Deferrals	<input type="checkbox"/>
		<input type="checkbox"/> (C)	Overtime	<input type="checkbox"/>
		<input type="checkbox"/> (D)	Bonuses	<input type="checkbox"/>
		<input type="checkbox"/> (E)	Commission	<input type="checkbox"/>
		<input type="checkbox"/> (F)	Fringe Benefits	<input type="checkbox"/>
		<input type="checkbox"/> (G)	Deemed 125	<input type="checkbox"/>
		<input type="checkbox"/> (H)	Compensation in excess of \$ _____	<input type="checkbox"/>
		<input type="checkbox"/> (I)	NRA Non-taxable Compensation (see Section 12.25 of the Plan)	<input type="checkbox"/>
		<input checked="" type="checkbox"/> (J)	Other (specify): <u>Compensation shall not include contributions made to a nonqualified deferred compensation plan, except for deferrals into 457(b) plans; other amounts which receive special tax benefits, such as premiums for group term life insurance (but only to the extent that the premiums are not includible in the gross income of the Participant.</u>	<input checked="" type="checkbox"/>
	(2)	Specify here if the exclusions in (f)(1)) above apply differently to other money sources such as Elective Deferrals, Employer Matching: _____		
(g)	(1)	Allocation Periods for Contributions		
			All Contributions	Nonelective Contribution
		<input type="checkbox"/> (A)	Weekly	<input type="checkbox"/>
		<input type="checkbox"/> (B)	Bi-weekly	<input type="checkbox"/>
		<input type="checkbox"/> (C)	Quarterly _____	<input type="checkbox"/>
		<input checked="" type="checkbox"/> (D)	Annual <u>Matching Contributions and Additional Nonelective Contributions</u>	<input checked="" type="checkbox"/>
		<input checked="" type="checkbox"/> (E)	Per Pay <u>Includes FICA Alternative Contributions</u>	<input checked="" type="checkbox"/>
		<input type="checkbox"/> (F)	Other (specify): _____	<input type="checkbox"/>
	(2)	Specify here if the allocation periods in (g)(1)) above apply differently to other money sources such as Elective Deferrals, Employer Matching: _____		
Note: All definitions of Compensation contained in this Item 17 are considered safe harbor except items 17(e)(1), (e)(3), (f)(1)(C), (D), (E) and (H). Under these elections, Compensation could fail to be nondiscriminatory and may result in more complex nondiscrimination testing. Under Item 17(f)(1)(J), the Employer may describe this election from the elections available under Item 17(f)(1)(A)-(I), or a contribution thereof as to a Participant Group (e.g. Division A Employees shall have no exclusions to Compensation; Division B Employees shall have overtime excluded); or describe another exclusion (e.g. Exclude Stipend pay from Compensation).				
18. Early Retirement Age shall mean:				
	<input checked="" type="checkbox"/> (a)	Not applicable		
	<input type="checkbox"/> (b)	Age _____ (not less than Age 55) and completion of _____ Years of Service		
Default (a)				
19. Normal Retirement Age shall mean:				

Note: If an age between 55 and less than 62 is inserted, no reliance will be afforded on the Opinion Letter issued to the plan that such age is reasonably representative of the typical retirement age for the industry in which the participants work. For purposes of (a) and (b) below, an age of 50 is permitted if substantially all Participants are qualified public safety employees as defined in Code § 72(t)(1).

(a) PROFIT SHARING PLAN

- (1) Age 65 (not to exceed age 65); or
- (2) The later of age _____ (not to exceed age 65) or the _____ (not to exceed 5th) anniversary of the Participation Commencement Date

Note: If, for Plan Years beginning before January 1, 1988, Normal Retirement Age was determined with reference to the anniversary of the participation commencement date (more than 5 but not to exceed 10 years), the anniversary date for Participants who first commenced participation under the Plan before the first Plan Year beginning on or after January 1, 1988, shall be the earlier of (a) the tenth anniversary of the date the Participant commenced participation in the Plan (or such anniversary as had been elected by the Employer, if less than 10) or (b) the fifth anniversary of the first day of the first Plan Year beginning on or after January 1, 1988. The Participation Commencement Date is the first day of the first Plan Year in which the Participant commenced participation in the Plan.

(b) MONEY PURCHASE PLAN

Age _____ (not less than 55, nor in excess of 65). Note: The age selected must not be earlier than the earliest retirement age that is reasonably representative of the typical retirement age for the industry in which the plan participants work. Age 62 or older automatically meets this requirement.

Default – age 65

TYPES OF CONTRIBUTIONS PERMITTED

20. This Plan will accept the following types of Contributions (Check all that apply or N/A):

		Profit Sharing	Money Purchase
<input checked="" type="checkbox"/> (a)	Employer Nonelective Contribution	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/> (b)	Employer Matching Contribution (see Addendum C)	<input checked="" type="checkbox"/>	N/A
<input type="checkbox"/> (c)	Paid Time Off (PTO) Contributions	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> (d)	Employer "Pick-up" Contribution	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/> (e)	Social Security Replacement	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> (f)	Employee Mandatory Contribution	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> (g)	Employee Nondeductible/After-Tax Contribution	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> (h)	Rollovers from other eligible Plans	<input type="checkbox"/>	<input type="checkbox"/>

ELIGIBILITY

Note: Refer to Addendum B for separate eligibility provisions for Elective Deferrals and Employer Matching Contributions related to a traditional 401(k). This section refers to Employer Nonelective Contributions only.

21. Age and Service Requirements

All Employees of the Employer (including employers required to be aggregated under sections 414(b), (c), (m), or (o) of the Code) will be eligible to participate in this Plan except the following:

- (a) Not applicable. There is no age or service requirement.
- (b) Employees who have not attained age _____ (cannot exceed age 21)
- (c) Employees who have not completed _____ Year(s) of Service; or _____ Month(s) of Service; or _____ Day(s) of Service. (Cannot exceed 1 year unless the Plan provides a nonforfeitable right to 100% of the Participant's account balance derived from Employer contributions after not more than 2 years of service in which case up to 2 years is permissible. If the Year(s) of Service selected is or includes a fractional year, an employee will not be required to complete any specified number of Hours of Service to receive credit for such fractional year. Cannot exceed 1 year for Elective Deferral Contributions.)

Default (a)

22. Eligible Classes of Employees

All Employees who are members of eligible classes of employees shall be eligible to participate in the Plan except:

- (a) Not applicable. There are no exclusions
- (b) Collectively Bargained Employees (see Section 12.08 of the Plan)
- (c) Nonresident Aliens (see Section 12.25 of the Plan)
- (d) Employees who become Employees as the result of a "§410(b)(6)(C) transaction" (see Section 12.01 of the Plan)
- (e) Employees of the following employer(s) aggregated with the Employer under section 414(b), (c), (m), or (o) of the Code: _____

<input checked="" type="checkbox"/> (f)	Employees Leased from: <u>Any Leased Employee</u>		
<input type="checkbox"/> (g)	Hourly Rated Employees		
<input checked="" type="checkbox"/> (h)	Other (specify): <u>Temporary Employees; Independent Contractors; Part-time employees as defined in the Employer's Policies; Individuals elected or appointed at the Board of Trustees; Reclassified Employees (defined as Employees who were eligible prior to 2023 and are now one of the above exclusions are no longer eligible)</u> (Note: Insert an exclusion category, e.g. Division A Employees. Specific individuals may not be named.)		
Important Note: Employees for this Employer that remain after the exclusions above are Categorized under Covered Employee Classifications – Class I, II and III as outlined in the Employer's Handbook.			
23. Eligibility under the Plan will be extended to all Employees who satisfied the eligibility requirements of this Plan with the following prior unrelated employer(s): <input type="checkbox"/> (a) _____; <input checked="" type="checkbox"/> (b) Not applicable. Default (b)			
24. The eligibility and service requirements above <input type="checkbox"/> (a) are <input checked="" type="checkbox"/> (b) are not waived with respect to Employees employed on the Effective Date of this Plan. If these requirements are waived, such Employees shall become Participants in the Plan as of the Effective Date of the Plan. Default (b)			
SERVICE			
25. Service for eligibility and vesting will be determined on the basis of the method selected below. Only one method may be selected and such method will be applied to all Employees covered under the Plan.			
<input checked="" type="checkbox"/> (a)	On the basis of actual hours for which an Employee is paid or entitled to payment		
<input type="checkbox"/> (b)	On the basis of days worked. An Employee will be credited with ten (10) hours of service if under Section 12.21 of the Plan such Employee would be credited with at least one (1) Hour of Service during the day		
<input type="checkbox"/> (c)	On the basis of weeks worked. An Employee will be credited with forty-five (45) Hours of Service if under Section 12.21 of the Plan such Employee would be credited with at least one (1) Hour of Service during the week		
<input type="checkbox"/> (d)	On the basis of semi-monthly payroll periods. An Employee will be credited with ninety-five (95) Hours of Service if under Section 12.21 of the Plan such Employee would be credited with at least one (1) Hour of Service during the semi-monthly payroll period		
<input type="checkbox"/> (e)	On the basis of months worked. An Employee will be credited with one hundred ninety (190) Hours of Service if under Section 12.21 of the Plan such Employee would be credited with at least one (1) Hour of Service during the month		
<input type="checkbox"/> (f)	On the basis of Elapsed Time, as provided for in Section 12.37(b) of the Plan. (Do not complete Items 26 and 27)		
Default (a)			
26. A Year of Service shall mean <input type="checkbox"/> (a) a 12-consecutive month period during which an Employee completes at least _____ (not to exceed 1000) Hours of Service with the Employer; or <input checked="" type="checkbox"/> (b) Not applicable			
27. A Break in Service shall mean <input type="checkbox"/> (a) a 12-consecutive month period during which an Employee does not complete more than _____ (not to exceed 500) Hours of Service; or <input checked="" type="checkbox"/> (b) Not applicable			
28. Subsequent Eligibility Computation Periods under Section 2.02(a) shall commence with:			
<input type="checkbox"/> (a)	The anniversary of the Employee's employment commencement date; or		
<input checked="" type="checkbox"/> (b)	The Plan Year which commences prior to the Employee's first anniversary of his employment commencement date.		
Default (b)			
29. Subsequent Vesting Computation Periods under Section 5.03(b) shall commence with:			
<input type="checkbox"/> (a)	The anniversary of the Employee's employment commencement date; or		
<input checked="" type="checkbox"/> (b)	The Plan Year which commences prior to the Employee's first anniversary of his employment commencement date.		
Default (b)			
ENTRY DATE			
30. An Employee who has completed the eligibility requirements shall enter the Plan on the following Entry Date:			
(a)		All Contributions	Nonelective Contributions
<input type="checkbox"/> (1)	There are no age and service requirements. Entry Date shall mean the Employee's employment commencement date	<input type="checkbox"/>	N/A
<input checked="" type="checkbox"/> (2)	The day on which the Employee satisfies the eligibility requirements	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> (3)	The first day of the Plan Year in which the Employee satisfies the eligibility requirements	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> (4)	The first day of the first month or the first day of the 7th month of the Plan Year coinciding with or next following the satisfaction of the Plan's eligibility requirements	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> (5)	The first day of the month in which the Participant satisfies the eligibility requirements	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> (6)	The first day of the following month after the Employee satisfies the eligibility requirements	<input type="checkbox"/>	<input type="checkbox"/>

	<input type="checkbox"/> (7)	The first day of the Plan Year which immediately follows the Plan Year in which the Participant satisfies the eligibility requirements. Note: This option may not be selected unless the maximum age and service requirements otherwise selected in this adoption agreement, if applicable, are reduced by ½ year.	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/> (8)	The first day of each of the following months of the Plan Year (must include the 1st and the 7th month of the Plan Year): _____	<input type="checkbox"/>	<input type="checkbox"/>
Default – (4)				
<input checked="" type="checkbox"/> (b)	Specify here if the entry date in (a) above applies differently to other money sources such as Elective Deferrals, Employer Matching: <u>Employee must defer at least 1% of Compensation for each quarter to receive the Match for such quarter.</u>			
31. Notwithstanding the Entry Date selected in Item 30 above, <input type="checkbox"/> (a) an Employee who has completed the eligibility requirements as of _____ will (leave blank if inapplicable) will become a Participant immediately on such date, or the Entry Date specified in Item 30, if earlier; or <input checked="" type="checkbox"/> (b) Not applicable. Default (b)				
NONELECTIVE EMPLOYER CONTRIBUTIONS				
PROFIT SHARING PLAN				
32. Employer contributions shall be limited to the Employer's current or accumulated profits. Default – (b)			<input type="checkbox"/> (a) Yes	<input checked="" type="checkbox"/> (b) No
33. Allocation of Profit Sharing Plan Nonelective Employer Contributions shall be made as follows:				
<input type="checkbox"/> (a)	Employer Contributions will be allocated to each Participant in the ratio that such Participant's Compensation bears to the Compensation for all Participants.			
<input checked="" type="checkbox"/> (b)	Participant Group Allocation Method (as described in section 3.03(b) of the Plan): Each Participant shall be in a separate allocation group. Note: Only Class III Employees will receive the additional Nonelective Contribution under Item 34 below.			
MONEY PURCHASE PLAN				
34. The allocation of Employer Contributions and Forfeitures (choose one):				
<input checked="" type="checkbox"/> (a)	11.5% (not to exceed 25%) of each Eligible Participant's Compensation; or			
<input type="checkbox"/> (b)	\$_____ (not to exceed the dollar limitation under section 415(c)(1)(A) of the Code)			
35. The Employer <input type="checkbox"/> (a) shall <input checked="" type="checkbox"/> (b) shall not make contributions on behalf of disabled Participants on the basis of the Compensation each such Participant would have received for the Limitation Year if the Participant had been paid at the rate of Compensation paid immediately before becoming permanently and totally disabled. Such imputed Compensation for the disabled Participant may be taken into account only if the Participant is not a Highly Compensated Employee, and contributions made on behalf of such Participant will be nonforfeitable when made. Compensation will mean compensation as that term is defined in Section 12.39 of the Plan.				
ADDITIONAL NONELECTIVE EMPLOYER CONTRIBUTIONS				
36. <input type="checkbox"/> Davis Bacon Plan. The Employer shall allocate contributions based on Section 3.06 of the Plan. This allocation shall apply to <input type="checkbox"/> (a) Profit Sharing Plan; <input type="checkbox"/> (b) Money Purchase Plan.				
If item 36 is checked, the Employer must complete the Contractors Retirement Plan Addendum D.				
ADDITIONAL ALLOCATION CONDITIONS				
37. Employer Contributions for a Plan Year shall be allocated among the accounts of each Participant who satisfy the following additional allocation conditions (check all that apply):				
<input checked="" type="checkbox"/> (a)		All Contributions	Nonelective Contributions	Forfeitures
<input checked="" type="checkbox"/> (1)	None	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> (2)	_____ (not to exceed 1,000) Hours of Service for the Plan Year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> (3)	Employed by the Employer on the last day of the Plan Year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> (4)	Employees who terminated employment (within the Plan Year) with at least 501 Hours of Service. See Note after 37(a)(5)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> (5)	Employees who terminated employment (within the Plan Year) with at least _____ Hours of Service. See Note after 37(a)(5)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Default (1) shall apply to all sources				

<p>Note: Items 37(a)(4) and (5) relate only to Terminated Participants - If Item 37(a)(4) is elected by the Employer, the Plan require a Participant to complete during a Plan Year 501 Hours of Service (or to be employed for at least 91 consecutive calendar days under the Elapsed Time Method) to share in the allocation of Employer Contributions for that Plan Year where the Participant is not employed by the Employer on the last day of that Plan Year, including the Plan Year in which the Employer terminates the Plan.</p> <p>If Item 37(a)(5) is elected by the Employer, the Plan require a Participant to complete during a Plan Year the number of Hours of Service selected, not to exceed 1000 hours (or to be employed for at least 91 consecutive calendar days under the Elapsed Time Method) to share in the allocation of Employer Contributions for that Plan Year where the Participant is not employed by the Employer on the last day of that Plan Year, including the Plan Year in which the Employer terminates the Plan.</p>	
<input checked="" type="checkbox"/> (b)	Specify here if any additional allocation conditions in (a) above apply to other money sources such as Employer Matching Contributions: <u>Employee must have deferred at least 1% of Compensation into the 457(b) Plan during each quarter to receive the Employer Match</u>
<input type="checkbox"/> (c)	A Participant who retires during the Plan Year shall share in Employer Contributions
	<input type="checkbox"/> (1) Regardless of the Participant's satisfaction of the requirements of 37(a) above
	<input type="checkbox"/> (2) Only if the Participant satisfies the requirements of 37(a) above
<input type="checkbox"/> (d)	A Participant who dies during the Plan Year shall share in Employer Contributions:
	<input type="checkbox"/> (1) Regardless of the Participant's satisfaction of the requirements of 37(a) above
	<input type="checkbox"/> (2) Only if the Participant satisfies the requirements of 37(a) above
<input type="checkbox"/> (e)	A Participant who becomes Disabled during the Plan Year shall share in Employer Contributions
	<input type="checkbox"/> (1) Regardless of the Participant's satisfaction of the requirements of 37(a) above
	<input type="checkbox"/> (2) Only if the Participant satisfies the requirements of 37(a) above
EMPLOYEE CONTRIBUTIONS	
38.	<input checked="" type="checkbox"/> (a) Direct Rollovers: The Plan will accept a Direct Rollover of an Eligible Rollover Distribution from: (Check each that applies or N/A.)
	<input checked="" type="checkbox"/> (1) Not applicable. The Plan will not accept Direct Rollovers from any plan
	<input type="checkbox"/> (2) A qualified plan described in section 401(a) or 403(a) of the Code, excluding After-Tax Employee Contributions
	<input type="checkbox"/> (3) A qualified plan described in section 401(a) or 403(a) of the Code, including After-Tax Employee Contributions
	<input type="checkbox"/> (4) An annuity contract described in section 403(b) of the Code, excluding After-Tax Employee Contributions
	<input type="checkbox"/> (5) An eligible plan under section 457(b) of the Code which is maintained by a state, political subdivision of a state, or any agency or instrumentality of a state or political subdivision of a state
	<input type="checkbox"/> (6) Designated Roth accounts from plans checked above
	Default (1)
	<input checked="" type="checkbox"/> (b) Participant Indirect Rollover Contributions from Other Employer Plans: The Plan will accept a Participant contribution of an Eligible Rollover Distribution from: (Check each that applies or N/A.)
	<input checked="" type="checkbox"/> (1) Not applicable. The Plan will not accept Rollover Contributions from any employer plan
	<input type="checkbox"/> (2) A qualified plan described in section 401(a) or 403(a) of the Code
	<input type="checkbox"/> (3) An annuity contract described in section 403(b) of the Code
	<input type="checkbox"/> (4) An eligible plan under section 457(b) of the Code which is maintained by a state, political subdivision of a state, or any agency or instrumentality of a state or political subdivision of a state
	<input type="checkbox"/> (5) Designated Roth accounts from plans checked above
	Default (1)
	<input checked="" type="checkbox"/> (c) Participant Rollover Contributions from IRAs: The Plan <input type="checkbox"/> (1) will <input checked="" type="checkbox"/> (2) will not accept a Participant Rollover Contribution of the portion of a distribution from an individual retirement account or annuity described in section 408(a) or 408(b) of the Code that is eligible to be rolled over and would otherwise be includible in gross income. Default (2)
	<input checked="" type="checkbox"/> (d) The Plan <input type="checkbox"/> (1) will <input checked="" type="checkbox"/> (2) will not permit In-Plan Roth Rollovers.
39. If rollovers are permitted above, the following individuals are permitted to make rollover contributions	
<input type="checkbox"/> (a)	All Employees
<input type="checkbox"/> (b)	Employees after becoming a Participant
40. Involuntary Cash-out Provisions and Treatment of Rollovers	

(a)	\$ <u>1,000</u> Enter an amount from \$0 to \$5000, which will be the value of the Employee's vested account balance for purposes of the Plans involuntary cash-out rules. Default (\$1,000) For amounts over \$1,000 to \$5,000, amounts will be auto rolled into an IRA
(b)	The Employer <input type="checkbox"/> (1) elects <input type="checkbox"/> (2) does not elect to exclude rollover contributions in determining the value of the Participant's nonforfeitable account balance for purposes of the Plan's involuntary cash-out rules. Default (1)
(c)	If the Employer has elected to exclude rollover contributions, the election shall apply with respect to distributions made after: _____ (Enter a date not earlier than December 31, 2001), with respect to Participants who separated from service after: _____ (Enter a date not earlier than December 31, 2001)
<input checked="" type="checkbox"/> (d)	Not applicable. No rollovers shall be permitted under the Plan.

41. Employee Mandatory Contributions.

<input checked="" type="checkbox"/> (a)	Are Employee Mandatory Contributions permitted to be made in this Plan?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
<input type="checkbox"/> (b)	If Yes, complete items (b)(1) through (b)(3).		
<input type="checkbox"/> (1)	The amount of Employee Mandatory Contributions shall be _____%		
<input type="checkbox"/> (2)	Are these contributions section 3121 IRC contributions meant to be part of a Social Security Replacement Plan?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
<input type="checkbox"/> (3)	Are Employee Mandatory Contributions treated as Employer "Pick-Up" Contributions pursuant to Section 3.07(b) of the Plan?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
	If Yes, indicate which employer contributions: _____		

42. Employee Nondeductible/After-Tax Contributions are permitted to be made in this Plan	<input type="checkbox"/> (a) Yes	<input checked="" type="checkbox"/> (b) No
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43. PTO Allocations

(a)	The Employer shall make contributions based on accrued unpaid PTO amounts to the Plan.	<input type="checkbox"/> (1) Yes	<input checked="" type="checkbox"/> (2) No
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If "Yes" is selected in (a) above, the following PTO allocations in (b) and (c) below apply:

(b)	The following Employees are eligible for PTO Contributions:		
<input type="checkbox"/> (1)	All Employees		
<input type="checkbox"/> (2)	Non-Highly Compensated Employees		
<input type="checkbox"/> (3)	The following classes of Employees (Describe groups e.g. School Business Official and Superintendent only): _____		

(c)	PTO Contribution Amounts pursuant to Section 3.07 of the Plan shall be paid as follows:		
<input type="checkbox"/> (1)	Annual Employer Contributions allocated as follows: _____		
<input type="checkbox"/> (2)	At termination of employment allocated as follows: _____		
<input type="checkbox"/> (3)	An Employee Designated PTO where the amount of the accrued PTO shall be determined by eligible Employees each Plan Year (and if the Employer so elects not to exceed a maximum amount). If this item is elected by the Employer then to the extent that the Participant elects to contribute less than the entire PTO, the remainder of the PTO shall be		
<input type="checkbox"/> (A)	Forfeited at the end of the Plan Year; or		
<input type="checkbox"/> (B)	Remain in the PTO bank of the Employee; and		
<input type="checkbox"/> (C)	Upon termination of service, the Participant (select one): <input type="checkbox"/> (i) shall be deemed to elect to contribute all of the accrued PTO to the Plan; or <input type="checkbox"/> (ii) may elect any portion of the accrued PTO to contribute to the Plan		
<input type="checkbox"/> (4)	Minimum PTO Amount:	<input type="checkbox"/> (A) None; or	<input type="checkbox"/> (B) \$ _____
<input type="checkbox"/> (5)	Excess PTO Amounts. The plan limits PTO allocations based on section 415 and any other IRS limitations that may apply. The excess amounts shall be: <input type="checkbox"/> (A) forfeited; or <input type="checkbox"/> (B) remain in the Participant's PTO bank; or <input type="checkbox"/> (C) Other (must be a method that satisfies IRS guidance): _____		
<input type="checkbox"/> (6)	Other method of PTO allocation (must satisfy IRS guidance): _____		

VESTING AND FORFEITURE REQUIREMENTS

44. Vesting Schedule

(a)	Each Participant's vested percentage in his Employer Contribution Account shall be determined as follows:		
<input checked="" type="checkbox"/> (1)	Vesting Formula #1 - 100% immediate vesting		
<input type="checkbox"/> (2)	Vesting Formula #2 - 100% vested after _____ (not to exceed 3) Years of Service		
<input type="checkbox"/> (3)	Vesting Formula #3:		

		Years of Service	Vested Percentage	
		Less than 1	%	
		1	%	
		2	%(not less than 20%)	
		3	%(not less than 40%)	
		4	%(not less than 60%)	
		5	%(not less than 80%)	
		6 or more	100%	
<input type="checkbox"/> (b)	Specify here if a vesting schedule in (a) above applies differently to other money sources such as Employer Matching Contributions: _____			
<input type="checkbox"/> (c)	Specify here if a vesting schedule selected is using the pre-1974 vesting rules for governmental entities and specify the Vesting Schedule. Such schedule must satisfy IRS guidelines, including issued IRS Directives. If selected, complete Addendum E.			
<input type="checkbox"/> (d)	All Participants as of _____ will be 100% vested as of the earlier of such date or the date specified by the Vesting Formula selected above.			
45.	(a) All of an Employee's Years of Service with the Employer are counted to determine the nonforfeitable percentage in the Employee's account balance derived from Employer contributions except:			
	<input type="checkbox"/> (1)	Years of Service before age 18		
	<input type="checkbox"/> (2)	Years of Service during a period for which the Employee made no mandatory contributions		
	<input type="checkbox"/> (3)	Years of Service before the Employer maintained this Plan or a predecessor plan		
	<input type="checkbox"/> (4)	Years of Service before January 1, 1971, unless the Employee has had at least 3 Years of Service after December 31, 1970		
	<input type="checkbox"/> (5)	Years of Service before the effective date of ERISA if such service would have been disregarded under the Break in Service rules of the prior plan in effect from time to time before such date. For these purposes, Break in Service rules are rules which result in the loss of prior vesting or benefit accruals, or which deny an employee eligibility to participate, by reason of separation or failure to complete a required period of service within a specified period of time		
	<input checked="" type="checkbox"/> (6)	Not applicable		
	Default (6)			
	(b) Years of Service for eligibility and vesting purposes will also include			
	<input type="checkbox"/> (1)	Years of Service with the following named predecessor employers: _____		
	<input type="checkbox"/> (2)	Years of Service with the following named predecessor employers during the time a qualified plan was maintained: _____		
	<input checked="" type="checkbox"/> (3)	Not applicable		
46.	Employer contribution forfeitures not used to restore Participant's Accounts will be (check all that apply):			
	<input type="checkbox"/> (a)	Allocated in addition to the Employer Contributions		
	<input type="checkbox"/> (b)	Used to reduce otherwise required Employer contributions; or		
	<input type="checkbox"/> (c)	Used to reduce Employer Matching Contributions and any remainder allocated in addition to the Employer Contribution (applicable to 401(k) plans only)		
	<input type="checkbox"/> (d)	Used to reduce Employer Contributions in the following order and manner		
	<input type="checkbox"/> (1)	For the current Plan Year		
	<input type="checkbox"/> (2)	For the subsequent Plan Year		
	<input type="checkbox"/> (3)	Other (describe): _____		
	<input checked="" type="checkbox"/> (e)	Not applicable. 100% vesting has been elected and there are no forfeitures under the Plan		
	Default (b)			
47.	Forfeitures arising on account of distribution of a Participant's vested benefit shall be allocated as of the last day of the Plan Year which is concurrent with or next follows:			
	<input type="checkbox"/> (a)	Employee's termination of employment		
	<input type="checkbox"/> (b)	Employee having incurred a 1-year Break in Service		
	<input type="checkbox"/> (c)	Employee having incurred 2 consecutive 1-year Breaks in Service		
	<input type="checkbox"/> (d)	Employee having incurred 5 consecutive 1-year Breaks in Service		
	<input type="checkbox"/> (e)	The later of the payment of the vested benefit or the Employee having incurred 5 consecutive 1-year Breaks in Service		

<input checked="" type="checkbox"/> (f)	Not applicable			
Default (a)				
OPTIONAL FORMS OF BENEFIT				
48. The benefit options under the Plan include the following (check all options which apply):				
<input checked="" type="checkbox"/> (a)	Single sum payment			
<input checked="" type="checkbox"/> (b)	Ad hoc Distributions			
<input checked="" type="checkbox"/> (c)	Installment Payments over Single or Joint Life Expectancy			
<input type="checkbox"/> (d)	Annuity Payments over the life or joint lives of the Participant and beneficiary			
Default (a), (b), and (c) Note: If "(d)" is selected such annuity shall become the normal form of retirement benefit.				
DISTRIBUTIONS				
49. Unless earlier distribution is required by Sections 8.02 or 5.04 of the Plan, if a Participant terminates employment for a reason other than retirement on or after the Participant's Normal Retirement Age, death or Disability of the Participant, the Participant shall be eligible for payment of benefits as soon as administratively feasible following the:				
<input type="checkbox"/> (a)	Last day of the Plan Year coincident with or next following the date of termination			
<input type="checkbox"/> (b)	Last day of the Plan Year after the Participant incurs _____ (up to 5) consecutive 1-year Breaks in Service			
<input checked="" type="checkbox"/> (c)	Date of termination			
<input type="checkbox"/> (d)	Distributions shall not be permitted until the Participant attains the Normal Retirement Age under the Plan, regardless if termination of service has occurred			
Default (c)				
50. In-Service distributions				
Note: In-service distribution provisions do not apply to Money Purchase Plans.				
<input type="checkbox"/> (a)	The following in-service provisions apply to this Plan (check all that apply to this Plan and the contribution to which they apply):			
			Nonelective Contributions	Voluntary/Mandatory
<input type="checkbox"/> (1)	24-month rule		<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> (2)	60-month participation rule		<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> (3)	Hardship distribution provisions		<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> (4)	Financial Hardship Distribution Provisions		<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> (5)	Attainment of Age _____ (Any age may be inserted for nonelective contributions.)		<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> (6)	Attainment of Age 59 1/2		<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> (7)	Distribution at any time		N/A	<input type="checkbox"/>
<input type="checkbox"/> (b)	Specify here if the in-service distribution provisions in (a) above apply differently to other money sources such as Elective Deferrals, Employer Matching, In-Plan Roth Rollovers: _____ Note: Elective Deferrals and income allocable are not permitted to be part of an in-service distribution unless the participant has attained age 59 1/2 or there is a hardship.			
51. Loans to participants are permitted.			<input checked="" type="checkbox"/> (a) Yes	<input type="checkbox"/> (b) No
INVESTMENT PROVISIONS				
52. Direction of Investments				
(a)	Investments will be determined in the discretion of the (choose one):			
	<input type="checkbox"/> (1) Trustee	<input type="checkbox"/> (2) Employer	<input checked="" type="checkbox"/> (3) Participants	
	The Trustee shall invest in accordance with the provisions of the Trust Agreement attached hereto.			
	Default (3)			
(b)	Participant-Directed Investments: If the Participants have been designated to determine investments, then the following provisions shall apply:			
(1)	Each Participant may direct the investment of (choose one):			
	<input type="checkbox"/> (A)	The Vested Percentage of his or her Participant Account;		
	<input checked="" type="checkbox"/> (B)	The entire balance of his or her Participant Account; or		

	<input type="checkbox"/> (C)	_____ % of the Employer Non-Elective Account Balance, _____ % of the Employer Match Account Balance, _____ % of the Employer QNEC Account Balance, _____ % of the Employer QMAC Account Balance, _____ % of the Employer Money Purchase Account Balance, _____ % of the Employee Elective Deferral Account Balance, _____ % of the Employee "after-tax" Account Balance, _____ % of the Rollover/Transfer Account Balance
Default (b)(1)(B)		
(2)	The investments from which a Participant may choose when directing investment of his or her Participant Account ("Available Investments") shall be the following	
	<input checked="" type="checkbox"/> (A)	Any investment acceptable to the Employer; or
	<input type="checkbox"/> (B)	Such other investments or investment funds as may be selected by the Employer according to the Plan's written investment policy as prepared by the Employer as revised from time to time. In making such selection, the Employer shall use the care, skill, prudence and diligence under the circumstances then prevailing that a prudent person acting in a like capacity and familiar with such matters would use in the conduct of an enterprise of a like character and with like aims. The Available Investments under the Plan shall be diversified. The Employer shall notify the Trustee in writing of the selection of the Available Investments under the Plan and any changes thereto.
Default (b)(2)(A)		
(3)	Direction of investment shall be made to the Trustee in such form as may be acceptable to the Trustee. Unless the Trustee adopts rules allowing directions to be made by telephone, direction must be made by written order delivered to the Trustee. Within a reasonable time after receipt of investment directions, the Trustee shall implement such directions, and the Trustee shall have no duty to diversify investments so directed, and the Trustee need not consider whether such investments are authorized by the laws of any jurisdiction as a trust investment. If any investment orders are not received, or, if received, are unclear in the opinion of the Trustee, all or a portion of the contribution may be held uninvested without liability for loss of income or appreciation, and without liability for interest, pending receipt of such orders or clarification.	
(4)	The Trustee shall maintain a segregated account for each of the accounts for which investment is directed by a Participant.	
(5)	The Trustee and Plan Administrator are authorized to establish any reasonable rules and procedures governing Participant-directed accounts which they deem desirable. Any such rules and procedures will be applied to all Participants on a nondiscriminatory basis. The Trustee is specifically authorized to establish any rules and procedures which it deems necessary or advisable to comply with the requirements of section 404(c) of ERISA.	
(6)	The Trustee may require any Participant to enter into an agreement with the Trustee consenting to the Trustee's rules and procedures and providing such other provisions and indemnities as the Trustee shall require before allowing the Participant to direct any investment of his account.	
(7)	To the extent allowed by law, the Trustee shall not be liable for any loss resulting from the Participant's direction of the investment of all or any portion of his Participant's Account.	
(c)	Allocation of Earnings and Losses: To the extent that the Trustee maintains segregated accounts for Participants, the actual earnings and losses with respect to each segregated account shall be allocated to such account. To the extent that the Trustee does not maintain segregated accounts for Participants, the earnings and losses of the Trust shall be allocated pro rata among Participant's Accounts, on the basis specified below (choose one):	
	<input type="checkbox"/> (1)	Participant's Account balance as of the preceding Valuation Date, less subsequent distributions, withdrawals, forfeitures from the account, and insurance premium payments
	<input type="checkbox"/> (2)	Participant's Account balance as of the preceding Valuation Date, less subsequent distributions, withdrawals, forfeitures from the account, and insurance premium payments, plus one-half of Elective Deferrals and Employee Nondeductible Contributions, if applicable
	<input type="checkbox"/> (3)	On a time-weighted basis taking into account the balances in Participant's Accounts as of the most recent Valuation Date and the actual dates of any increases or decreases in the Participant's Accounts
	<input checked="" type="checkbox"/> (4)	Any portion of a Participant's Account that is subject to the investment control of the Participant shall be adjusted for investment experience at the close of each business day
Default (c)(1)		
53. If elected below, the Trustee is authorized to invest an amount not to exceed the percentage of plan assets specified in qualified employer securities (as defined in section 407(d)(5) of ERISA).		
	<input checked="" type="checkbox"/> (a)	Investment in qualified employer securities is not permitted
	<input type="checkbox"/> (b)	Investment in qualified employer securities is permitted in an amount not to exceed _____ % of plan assets
Default (a)		
54. Life Insurance Provision		
	<input checked="" type="checkbox"/> (a)	The Trustee shall not be authorized to purchase life insurance contracts on the lives of the Participants.
	<input type="checkbox"/> (b)	The Trustee shall be authorized to purchase life insurance contracts on the lives of the Participants at the direction of the <input type="checkbox"/> (1) Plan Administrator <input type="checkbox"/> (2) the Participant.
Default (a)		

PART 2: COMPLETE THIS PART 2 FOR ALL PLAN TYPES

OVERRIDING LANGUAGE FOR MULTIPLE PLANS

55. If the Employer maintains or ever maintained another qualified plan in which any Participant in this Plan is (or was) a Participant or could become a Participant, the Employer must complete this section. If the Participant is covered under another qualified defined contribution plan maintained by the Employer, other than a pre-approved plan:

If the Participant is covered under another qualified defined contribution plan maintained by the Employer, other than a pre-approved plan:

(a) The provisions of Section 6.02 of Article VI will apply as if the other plan were a pre-approved plan.

(b) Provide the method under which the plans will limit total annual additions to the maximum permissible amount, and will properly reduce any excess amounts, in a manner that precludes employer discretion: _____

56. The Employer wishes to add overriding language to satisfy section 416 in the case of required aggregation under multiple plans:

(a) No

(b) Yes. (Employer must attach overriding language, if elected.): _____

57. If 56(b) above is elected, complete the following

(a) Interest Rate: _____; Mortality Table: _____; or

(b) The interest rate and mortality table specified to determine "present value" for top-heavy purposes in the defined benefit plan.

ADDENDUMS TO ADOPTION AGREEMENT #02010

The Following Addendums apply (see Part 3):

A Restatement Effective Dates D Contractor's Retirement Plan Schedule

B Cash or Deferred Plan Elections E Pre-1974 Vesting Schedules

C Multiple Employer Participation Agreement

RELIANCE ON OPINION LETTER

The adopting Employer may rely on an opinion letter issued by the Internal Revenue Service as evidence that the Plan is qualified under § 401 of the Internal Revenue Code except to the extent provided in Rev. Proc. 2017-41.

An Employer who has ever maintained or who later adopts any plan (including a welfare benefit fund, as defined in § 419(e) of the Code, which provides post-retirement medical benefits allocated to separate accounts for key employees, as defined in § 419A(d) (3) of the Code, or an individual medical account, as defined in § 415(l) (2) of the Code) in addition to this Plan may not rely on the opinion letter issued by the Internal Revenue Service with respect to the requirements of § 415 and 416.

The Employer may not rely on the opinion letter in certain other circumstances, which are specified in the opinion letter issued with respect to the Plan or in Rev. Proc. 2017-41.

This Adoption Agreement may be used only in conjunction with basic Plan Document #02.

The Provider will inform the adopting Employer of any amendments it makes to the Plan or of its discontinuance or abandonment of the Plan.

NOTICE: Failure to properly complete this Adoption Agreement may result in disqualification of the Plan. The Employer's tax advisor should review the Plan and Trust and this Adoption Agreement prior to the Employer adopting such Plan.

The Provider will prepare two separate Adoption Agreements for the Employer's signature where such Employer is adopting both a Profit Sharing Plan and a Money Purchase Plan.

The adopting Employer must complete a new Adoption Agreement upon first adoption of the Plan. Additionally, upon any modifications to a prior election, making of new elections, or restatement of the Plan, a new Adoption Agreement must be completed.

SIGNATURES

Name of Employer:

Authorized Signature:

Date:

Print Name/Title of Signer:

PART 3: ADOPTION AGREEMENT ADDENDUMS

ADDENDUM A: RESTATEMENT EFFECTIVE DATES

NOTE: IF THIS PLAN IS NOT A RESTATEMENT OF ANY EXISTING PLAN, THIS ADDENDUM DOES NOT APPLY.

401(a) PROFIT SHARING and MONEY PURCHASE PLANS

Provision		Effective Date	
		Profit Sharing	Money Purchase
<input checked="" type="checkbox"/> (a)	The eligibility requirements under Item 22	<u>1/1/25</u>	_____
<input type="checkbox"/> (b)	The Employer contribution provisions under Item	_____	_____
<input type="checkbox"/> (c)	The Vesting Formula under Item	_____	_____
<input type="checkbox"/> (d)	In-Service Distributions under Item	_____	N/A
<input type="checkbox"/> (e)	Financial Hardship Distributions under Item	_____	N/A
<input type="checkbox"/> (f)	Hardship Distributions under Item	_____	N/A
<input type="checkbox"/> (g)	Loan Provisions under Item	_____	_____
<input type="checkbox"/> (h)	Definition of Required Beginning Date under Item	_____	_____
<input type="checkbox"/> (i)	Entry Date(s) under Item	_____	_____
<input type="checkbox"/> (j)	Amended to include <input type="checkbox"/> Traditional 401(k); <input type="checkbox"/> Designated Roth	_____	N/A
<input type="checkbox"/> (k)	Commencement of Elective Deferrals	_____	N/A
<input type="checkbox"/> (l)	Matching Contributions under Item	_____	N/A
<input type="checkbox"/> (m)	Enter Provision and Item Number, if applicable: _____	_____	_____
<input type="checkbox"/> (n)	Enter Provision and Item Number, if applicable: _____	_____	_____
<input type="checkbox"/> (o)	Other: _____	_____	_____
<input type="checkbox"/>	If this box is checked, the following protected benefits from another plan must be incorporated into the provisions of this Plan: _____		

Note: If a 411(d)(6) protected benefit in the Plan or a plan being merged into the Plan is not either (1) available as a provision through the Pre-Approved Plan or (2) the subject of a prior determination, advisory or opinion letter, the Employer cannot rely on the Pre-Approved Plan Provider's opinion letter for qualification with respect to such benefit. If a 411(d)(6) protected benefit in the Plan or a plan being merged into the Plan is not permitted in a pre-approved plan, as described in Section 6.03 of Revenue Procedure 2017-41, such provision must be discontinued no later than the date the Employer adopts this Pre-Approved Plan or, in the case of a merger, the merger date and shall apply only to the extent required under Code Section 411(d)(6).

**ELIGIBLE 457(b) DEFERRED COMPENSATION PLAN & TRUST
FOR GOVERNMENTAL ENTITIES
ADOPTION AGREEMENT**

The undersigned Employer, which is a Political Subdivision, Agency or Instrumentality of a State or Local Government, hereby adopts an eligible deferred compensation plan in the form of the Eligible Deferred Compensation Plan & Trust which is attached hereto and agrees that the following definitions, elections, and terms shall be a part of such Plan.

EMPLOYER INFORMATION

1. Employer Name: Cache Valley Transit District

Address: 754 West 600 North

City: Logan

State: UT

Zip Code: 84321

Phone: 435-752-2877

2. Contact Person: Curtis Roberts

Phone: 435-713-6963

Email:
croberts@rideconnectutah.gov

3. Employer Identification Number: 56-2414341

4. The Administrator shall be (entity that administers the Plan):

(a) The Employer (default)

(b) Other (specify):

5. This Plan shall be governed by the laws of the State or Commonwealth of: Utah

PLAN INFORMATION

6. Name of Plan: Cache Valley Transit 457(b) Plan

7. Plan Year shall mean:

(a) The calendar year (default)

(b) The 12-consecutive month period beginning on

8. Effective Date. The Employer has completed and signed this Adoption Agreement in order to:

		Initial Effective Date	Amendment or Restatement Effective Date
<input type="checkbox"/> (a)	Establish a new 457(b) plan (not earlier than the 1 st day of current Plan Year)		N/A
<input checked="" type="checkbox"/> (b)	Restate a 457(b) plan previously adopted by the Employer	7/1/2010	1/1/2025
<input type="checkbox"/> (c)	Amend a 457(b) plan previously adopted by the Employer. The amendments made herein are:		

9. The Valuation Date for the Plan shall be: (a) daily (default); (b) annual; (c) monthly; (d) quarterly; or (e) Other:

10. The Normal Retirement Age under the Plan means (choose one):

(a) Any age selected by the Employee from age _____ to age 70 1/2. The age inserted can be no less than the earliest age at which a Participant has the right to retire under the

	Employer's basic pension plan without consent of the Employer and to receive immediate retirement benefits with actuarial or similar reduction because of retirement before some later age specified in the Employer's basic pension plan. (default, with age 65)	
<input checked="" type="checkbox"/> (b)	Age 65	
<input type="checkbox"/> (c)	The later of:	
	(1)	The latest normal retirement age specified in the Employer's basic pension plan,
	(2)	Age 65
<input type="checkbox"/> (d)	The earliest retirement age under the Employer's/State's basic pension plan	
Important Note: The "Normal Retirement Age or NRA" is used to determine the 3-year period that the Participant can calculate their special catch-up contributions. The calculation is for the 3 years prior to the year that the participant would attain the NRA. The age cannot be less than 65 unless the earliest age under the basic pension plan is less than 65.		
11. The minimum amount which may be deferred by a Participant in any calendar month is \$		
<input type="checkbox"/> (a)	\$	<input checked="" type="checkbox"/> (b) \$0 (default)
ELIGIBILITY		
12. (a) Eligibility for Elective Deferrals shall be extended to (indicate all employees eligible to participate in the Plan):		
<input type="checkbox"/> (1)	All Employees (default)	
<input type="checkbox"/> (2)	Independent Contractors	
<input type="checkbox"/> (3)	Leased Employees	
<input type="checkbox"/> (4)	Only the following Employees are eligible to participate in the Plan (describe):	
<input checked="" type="checkbox"/> (5)	Other (explain): The following Employees are not eligible to participate in the Plan: Temporary Employees; Independent Contractors; Collectively Bargained Employees; Nonresident Aliens with no US Compensation; Employees who are classified as part-time Employees in the Employee Handbook; Individual elected or appointed to the Board of Trustees; Reclassified Employees; Employees that were eligible before 2025 and are now part of the list above are no longer eligible to participate.	
12. (b) Eligibility for Employer Contributions shall be extended to (indicate all employees eligible to participate in the Plan):		
<input type="checkbox"/> (1)	All Employees (default)	
<input type="checkbox"/> (2)	Independent Contractors	
<input type="checkbox"/> (3)	Leased Employees	
<input type="checkbox"/> (4)	Only the following Employees are eligible to participate in the Plan (describe):	
<input checked="" type="checkbox"/> (5)	Other (explain): No Employer contributions shall be made to this Plan	
CONTRIBUTIONS		
13. The Plan shall accept the following contribution types (check all that apply and complete the corresponding section(s) of the Adoption Agreement, if applicable):		

<input checked="" type="checkbox"/> (a)	Pre-Tax Elective Deferrals	Items 14, 19, 20
<input checked="" type="checkbox"/> (b)	Post-Tax Roth Elective Deferrals	Item 15
<input type="checkbox"/> (c)	Mandatory Employee Contribution	Item 17
<input type="checkbox"/> (d)	Employer Nonelective Contributions	Item 21
<input type="checkbox"/> (e)	Employer Matching Contributions	Item 22
<input checked="" type="checkbox"/> (f)	Rollovers	Items 23 -25
<input type="checkbox"/> (g)	Accrued Unpaid Sick/Vacation Pay	Item 18
<input type="checkbox"/> (h)	Transfers from other Governmental 457(b) Plans	N/A
<input type="checkbox"/> (i)	Employer Contributions for Certain Military Personnel as defined in Section 4.14(b) of the Plan	N/A
14. Pre-Tax Elective Deferrals are permitted to be made to the Plan by Participants as follows:		
<input checked="" type="checkbox"/> (a)	The maximum permitted by law (default)	
<input type="checkbox"/> (b)	Elective Deferrals of up to % (not to exceed 100%) of a Participant's Compensation	
<input type="checkbox"/> (c)	\$ per year	
15. Post-Tax Roth 457(b) Elective Deferrals		
<input checked="" type="checkbox"/> (a)	Are permitted	
	Highly Compensated Employees <input checked="" type="checkbox"/> (1) may; or <input type="checkbox"/> (2) may not designate the extent to which an excess contribution is comprised of pre-tax Deferrals and Roth Deferrals (default)	
<input type="checkbox"/> (b)	Are not permitted	
16. Age 50 Catch-up Contributions		
<input checked="" type="checkbox"/> (a)	Are permitted (default)	
	Employer Matching Contributions, if applicable, <input checked="" type="checkbox"/> (1) will; or <input type="checkbox"/> (2) will not be made with regard to Age 50 Catch-up Contributions	
<input type="checkbox"/> (b)	Are not permitted	
17. Mandatory Employee Contributions		
<input type="checkbox"/> (a)	Shall apply as follows	
	<input type="checkbox"/> (1)	% of each eligible Employee's Compensation
	<input type="checkbox"/> (2)	Other (specify):
	Such Mandatory Employee Contributions are contributions under section 3121(b)(7)(F) IRC, and <input type="checkbox"/> (A) are; <input type="checkbox"/> (B) are not part of a Social Security Replacement Plan	
<input checked="" type="checkbox"/> (b)	Shall not apply	
18. Accrued Unpaid Sick/Vacation Pay provisions of the Employer's policy		
<input type="checkbox"/> (a)	Shall apply. An addendum shall be added reflecting the provisions used in the Employer's	

	policy.
<input checked="" type="checkbox"/> (b)	Shall not apply
Caution: In consideration of the following provisions, an Employer should determine whether Automatic Enrollment is permitted under the applicable State law prior to adopting this provision.	
19. Automatic Enrollment: If an eligible Employee fails to make an affirmative election not to participate in the Plan with respect to Elective Deferrals, the Automatic Enrollment provisions <input checked="" type="checkbox"/> (a) shall; or <input type="checkbox"/> (b) shall not apply (default).	
20. Amount of Automatic Elective Deferral: If Item 19(a) is elected, the following percentage or amount shall be automatically deducted from the Employee's compensation and contributed to the Plan as an Elective Deferral:	
<input type="checkbox"/> (a)	N/A, Automatic Enrollment does not apply (default, unless item 19(a) was selected)
<input checked="" type="checkbox"/> (b)	6 % (default at 3%)
<input type="checkbox"/> (c)	% , with automatic increases each subsequent Plan Year of %
<input type="checkbox"/> (d)	\$
<input type="checkbox"/> (e)	\$ with automatic increases each subsequent Plan Year of \$ or % of compensation.
21. Employer Nonelective Contributions shall be made as follows:	
<input checked="" type="checkbox"/> (a)	N/A. Employer Nonelective Contributions shall not be made (default)
<input type="checkbox"/> (b)	\$ per Participant
<input type="checkbox"/> (c)	% of each Participant's Compensation
<input type="checkbox"/> (d)	Other (specify):
22. Employer Matching Contributions shall be made as follows:	
<input checked="" type="checkbox"/> (a)	N/A. Employer Matching Contributions shall not be made (default)
<input type="checkbox"/> (b)	Employer will match salary deferrals at % not to exceed % of Compensation
<input type="checkbox"/> (c)	Other (specify):
ROLLOVER PROVISIONS	
23. Direct Rollovers: The Plan will accept a Direct Rollover of an Eligible Rollover Distribution from (check each that applies or N/A):	
<input type="checkbox"/> (a)	N/A. The Plan will not accept Direct Rollovers from any employer plan
<input checked="" type="checkbox"/> (b)	A qualified plan described in section 401(a) or 403(a) of the Code, excluding after-tax employee contributions (default)
<input checked="" type="checkbox"/> (c)	An annuity contract described in section 403(b) of the Code, excluding after-tax employee contributions (default)
<input checked="" type="checkbox"/> (d)	An eligible plan under section 457(b) of the Code which is maintained by a state, political subdivision of a state, or any agency or instrumentality of a state or political subdivision of a state (default)
<input checked="" type="checkbox"/> (e)	Designated Roth accounts from any of the plans selected above

24. Participant Rollover Contributions from Other Employer Plans: The Plan will accept a Participant contribution of an Eligible Rollover Distribution from (check each that applies or N/A):																		
<input type="checkbox"/> (a)	N/A. The Plan will not accept Participant Rollover Contributions from any employer plan.																	
<input checked="" type="checkbox"/> (b)	A qualified plan described in section 401(a) or 403(a) of the Code, excluding after-tax employee contributions (default)																	
<input checked="" type="checkbox"/> (c)	An annuity contract described in section 403(b) of the Code, excluding after-tax employee contributions (default)																	
<input checked="" type="checkbox"/> (d)	An eligible plan under section 457(b) of the Code which is maintained by a state, political subdivision of a state, or any agency or instrumentality of a state or political subdivision of a state (default)																	
<input checked="" type="checkbox"/> (e)	Designated Roth accounts from any of the plans selected above																	
25. Participant Rollover Contributions from Traditional IRAs																		
<input checked="" type="checkbox"/> (a)	Are permitted. Only applies to the portion of a distribution from an individual retirement account or annuity described in section 408(a) or 408(b) of the Code that is eligible to be rolled over and would otherwise be includible in gross income.																	
<input type="checkbox"/> (b)	Are not permitted																	
VESTING AND FORFEITURES																		
26. Each Participant's Vested Percentage in his Employer Contribution Account shall be determined as follows:																		
	Nonelective	Matching																
<input checked="" type="checkbox"/> (a) Vesting Formula #1 - 100% vested at all times	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>																
<input type="checkbox"/> (b) Vesting Formula #2 - 100% vested after _____ (not to exceed three) Years of Service	<input type="checkbox"/>	<input type="checkbox"/>																
<input type="checkbox"/> (c) Vesting Formula #3:	<input type="checkbox"/>	<input type="checkbox"/>																
<table border="0" style="width: 100%;"> <tr> <td style="text-align: left;"><u>Years of Service</u></td> <td style="text-align: left;"><u>Vested Percentage</u></td> </tr> <tr> <td>Less than 1</td> <td>_____</td> </tr> <tr> <td>1</td> <td>_____</td> </tr> <tr> <td>2</td> <td>_____ (not less than 20%)</td> </tr> <tr> <td>3</td> <td>_____ (not less than 40%)</td> </tr> <tr> <td>4</td> <td>_____ (not less than 60%)</td> </tr> <tr> <td>5</td> <td>_____ (not less than 80%)</td> </tr> <tr> <td>6 or more</td> <td>100%</td> </tr> </table>	<u>Years of Service</u>	<u>Vested Percentage</u>	Less than 1	_____	1	_____	2	_____ (not less than 20%)	3	_____ (not less than 40%)	4	_____ (not less than 60%)	5	_____ (not less than 80%)	6 or more	100%		
<u>Years of Service</u>	<u>Vested Percentage</u>																	
Less than 1	_____																	
1	_____																	
2	_____ (not less than 20%)																	
3	_____ (not less than 40%)																	
4	_____ (not less than 60%)																	
5	_____ (not less than 80%)																	
6 or more	100%																	
<input type="checkbox"/> (d) Notwithstanding the Vesting Formula selected above, all Participants as of _____ will be 100% vested.																		
27. Forfeitures not used to restore Participant's Accounts or pay expenses will be (choose one):																		
	Nonelective	Matching																
<input type="checkbox"/> (a) allocated in addition to the Employer Contributions	<input type="checkbox"/>	<input type="checkbox"/>																
<input type="checkbox"/> (b) used to reduce any required Employer contributions	<input type="checkbox"/>	<input type="checkbox"/>																
<input type="checkbox"/> (c) used to reduce Employer Matching Contributions and any remainder allocated in addition to the Employer Contribution	<input type="checkbox"/>	<input type="checkbox"/>																

<input type="checkbox"/> (d) used to reduce Employer Contributions in the following order and manner: <input type="checkbox"/> (1) for the current Plan Year <input type="checkbox"/> (2) for the subsequent Plan Year <input type="checkbox"/> (3) Other (describe; must be determined on a nondiscriminatory basis): _____	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/> (e) N/A. 100% vesting has been elected and there are no forfeitures under the Plan.		
28. Forfeitures arising on account of termination of employment shall be allocated as of the last day of the Plan Year which is concurrent with or next follows:		
<input type="checkbox"/> (a)	Employee's termination of employment	
<input type="checkbox"/> (b)	Employee having incurred a 1-year Break in Service	
<input type="checkbox"/> (c)	Employee having incurred 2 consecutive 1-year Breaks in Service	
<input type="checkbox"/> (d)	Employee having incurred 5 consecutive 1-year Breaks in Service	
<input type="checkbox"/> (e)	The later of the payment of the vested benefit or the Employee having incurred 5 consecutive 1-year Breaks in Service	
<input checked="" type="checkbox"/> (f)	N/A. 100% vesting has been elected and there are no forfeitures under the Plan.	
DISTRIBUTIONS AND TRANSFERS OUT OF THE PLAN		
29. The following distributions or transfers are permitted:		
<input type="checkbox"/> (a)	Unforeseeable Emergency Distributions *	
<input type="checkbox"/> (b)	In-Service Distributions at age 59 ½ * (Permitted after 12/31/2019) shall apply to: <input type="checkbox"/> (1) All contributions; or select <input type="checkbox"/> (2) Elective Deferrals; <input type="checkbox"/> (3) Employer Contributions; <input type="checkbox"/> (4) Rollovers	
<input type="checkbox"/> (c)	In-service Distribution in case of Qualified Birth of Child or Adoption	
<input type="checkbox"/> (d)	Transfers to State DB Plan (Purchase Service Credits) *	
<input type="checkbox"/> (e)	Transfers to another 457(b) Governmental Plan	
<input checked="" type="checkbox"/> (f)	Single Sum Payment Distributions	
<input checked="" type="checkbox"/> (g)	Periodic Distributions	
<input checked="" type="checkbox"/> (h)	Ad hoc Distributions	
<input type="checkbox"/> (i)	Annuity purchase	
<input type="checkbox"/> (j)	\$5,000 in-service distributions permitted *, **	
<input checked="" type="checkbox"/> (k)	Mandatory cash-out at \$5,000 *, **	
<input checked="" type="checkbox"/> (l)	In-Plan Roth Rollover	
*If this Plan is intended to be a FICA Replacement Plan, this option is not permitted.		
**Either (j) or (k) may be selected, not both.		
If no items are selected in item 29, then no distributions or transfers are permitted.		
30. Participant loans <input type="checkbox"/> (a) shall; or <input checked="" type="checkbox"/> (b) shall not be available under the Plan (default).		
INVESTMENT PROVIDERS		

28. The Employer authorizes investment options available through the following organizations:

Investment Provider Information	Trustee	Custodian	Issuer
<u>T Rowe Price</u>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AUTHORIZED SIGNATURE			
Name of Employer: Cache Valley Transit District			
Signature of Employer:		Date:	
Name of Signer:		Title:	

ADDENDUM A: RESTATEMENT EFFECTIVE DATES

NOTE: IF THIS PLAN IS NOT A RESTATEMENT OF ANY EXISTING PLAN, THIS ADDENDUM DOES NOT APPLY.

457(b) PLAN

Provision	Effective Date	Notes
<input checked="" type="checkbox"/> (a) The eligibility requirements under Item 22	<u>1/1/25</u>	<u>All EES eligible prior to 1/1/25</u>
<input type="checkbox"/> (b) The Employer contribution provisions under Item	_____	_____
<input type="checkbox"/> (c) The Vesting Formula under Item	_____	_____
<input type="checkbox"/> (d) In-Service Distributions under Item	_____	_____
<input type="checkbox"/> (e) Financial Hardship Distributions under Item	_____	_____
<input type="checkbox"/> (f) Hardship Distributions under Item	_____	_____
<input type="checkbox"/> (g) Loan Provisions under Item	_____	_____
<input type="checkbox"/> (h) Definition of Required Beginning Date under Item	_____	_____
<input type="checkbox"/> (i) Entry Date(s) under Item	_____	_____
<input type="checkbox"/> (j) Amended to include <input type="checkbox"/> Traditional 401(k); <input type="checkbox"/> Designated Roth	_____	_____
<input type="checkbox"/> (k) Commencement of Elective Deferrals	_____	_____
<input type="checkbox"/> (l) Matching Contributions under Item	_____	_____
<input type="checkbox"/> (m) Enter Provision and Item Number, if applicable: _____	_____	_____
<input type="checkbox"/> (n) Enter Provision and Item Number, if applicable: _____	_____	_____
<input checked="" type="checkbox"/> (o) Other: <u>Item 20(b)</u>	<u>1-1-2025</u>	<u>This applies only to newly eligible Employees on or after 1-1-2025</u>